1999

ABORIGINAL EMPLOYMENT INITIATIVE OPTIONS
PROVINCIAL CONSULTATION REPORT

January 14, 1999

Kingsclear First Nation Cultural Centre
Kingsclear First Nation, NB

Prepared by:

Han Martin Associates
P.O. Box 354, Station A
Fredericton, New Brunswick
E3B 6J6

February 1999

Table of Contents

Executive Summary 1

Introduction 5

Background 5

The Provincial Consultation 7

Aboriginal Employment Initiative Options Status Report 10

Human Resource Case Management/Counselling 11

Access to Community College Programs 14

Access to Other Post-Secondary Education and Training 17

Labour Market Information 18

Aboriginal Employment Services Unit 19

NB JobNet 22

Employment in the Provincial Public Service 24

Partners/Sector-Based Initiative for Aboriginal Persons 26

Partners/ Private Sector Wage Subsidies 27

Targeted Initiatives 29

Appendices

A. Letters, Agenda and other attachments
B. List of Official Representatives and other Participants
C-1 to C-8. Handouts and Overheads

EXECUTIVE SUMMARY

In May of 1998, Cabinet instructed the Departments of Labour, Intergovernmental and Aboriginal Affairs and the Regional Development Corporation to begin a series of consultations on the *Aboriginal Employment Initiative Options*. A major consultation took place on June 24, 1998 at the St. Mary's Entertainment Centre, St. Mary's First Nation, in a forum provided by the Joint Economic Development Initiative (JEDI). In October 1998, Cabinet reviewed a submission, which emphasized a number of recommendations arising from the June, as well as other one on one consultations. Cabinet directed the lead provincial departments to continue working on the *Aboriginal Employment Initiative Options* through consultations with Aboriginal people and other relevant partners.

From May through to October, these series of consultations proceeded with relevant players and were followed by key developments beginning in October leading up to the second major provincial consultation on January 14, 1999 at the Kingsclear First Nation Cultural Centre. This consultation took place with designated representatives from the First Nations, key Aboriginal organizations/groups in New Brunswick, relevant provincial and federal partners and others and is the subject of this report. The feedback, areas of agreement, concern, or clarification and next steps for implementation are identified.

The purpose of the consultation with the designated representatives on January 14, 1999 was to:

- Provide participants with a status report on the *Aboriginal Employment Initiatives Options*;
- Allow Provincial Lead Departments to present their respective initiative(s) and/or activities (based on Aboriginal peoples' recommendations issuing from consultations);
- Consult with representatives on the *Aboriginal Employment Initiatives Options*;
- Provide an open forum for exchange of information, for questions, and discussion on the employment initiatives;
- Discuss partnerships, and the avoidance of overlap and duplication; and,
- Discuss and plan "next steps" with a view to implementation.

The emphasis of the consultation was shifting from "what" needed to be implemented to "how" these initiatives could be implemented.

Thirty-nine designated representatives were invited. Thirty-eight participants attended and they included 15 Aboriginal participants (11 of whom were official designated representatives), provincial and other representatives.

AREAS FOR AGREEMENT AND NEXT STEPS FOR IMPLEMENTATION

- There was general agreement on the direction of the *Aboriginal Employment Initiative Options*, with the exception of the *Employment in the Provincial Civil Service Initiative* that was not accepted as presented.

- Aboriginal people will be involved in the design and delivery of the *Aboriginal Employment Initiatives Options* although the nature of the involvement may vary depending on the initiative and its stage of development.

- It was agreed that further consultations on the *Human Resource Case Management/Counselling Initiative* and *Aboriginal Employment Services Unit Initiative* will be undertaken through the Joint Economic Development Initiative (JEDI) Employment Placement Committee to avoid duplication of efforts. Other relevant stakeholders such as the New Brunswick Labour Force Development Board, which includes private sector employers and unions, will also be consulted.

- Aboriginal people will be consulted regarding the *Partners/Sector-Based Initiative for Aboriginal People* and *Partners/Private Sector Wage Subsidies Initiative* to adapt the programs and initiatives to suit the client population.

- *Targeted Initiatives* will ensure that First Nation communities and organizations off reserve are informed and consulted as work progresses.

AREAS OF CONCERN

One or more individuals who participated in the consultation expressed areas of concern identified in this report.

General Concerns:

- There is a need for meaningful involvement of and partnerships with Aboriginal people in all stages of the design and delivery of the *Aboriginal Employment Initiative Options.*

- Commitment from Cabinet and senior management to implement the *Aboriginal Employment Initiative Options* may not be there.

- There may be duplication with other initiatives currently being undertaken by JEDI and relevant federal partners.

- There is a need to begin implementation of training strategies soon, as opposed to focusing primarily on the initial planning steps.

- Identifying the financial and human resources to enable First Nations and Aboriginal organizations/groups to partner in and implement some of the strategies identified in

the *Aboriginal Employment Initiatives Options* is important. Capacity is already an issue in First Nations and Aboriginal organizations/groups.

- In general, Aboriginal people felt that Aboriginal people should be working in programs and services dealing with Aboriginal people. In addition, Aboriginal people in senior provincial government management positions could facilitate this process further.

- **NB JobNet Initiative:** Access to the Internet by Aboriginal people may still be difficult which may impact the *NB JobNet* initiative.

- **Employment in the Provincial Civil Service Initiative:** Aboriginal participants felt that the *Employment in the Provincial Civil Service Initiative* would not increase provincial public sector employment of Aboriginal people as it was presented. Commitment from senior management to hire Aboriginal people is lacking. Further, the Aboriginal Employment Services Unit should be responsible for the functions of the EEO program as it relates to Aboriginal people.

- **Partners/Sector-Based Initiative for Aboriginal Persons and the Partners/Private Sector Wage Subsidies Initiative:** With respect to the *Partners/Sector-Based Initiative for Aboriginal Peoples*, racism and systemic barriers continue to hinder apprenticeship of Aboriginal trades people. Further, program criteria for existing programs pose a challenge. The need for assistance is greatest amongst Aboriginal people on income assistance who do not qualify for existing programs requiring Employment Insurance attachment, and Aboriginal employers find it difficult to use these programs as they frequently lack the cash flow required to await reimbursement of wages.

OTHER COMMENTS/ISSUES

Other concerns were raised by some participants at this consultation, including:

- The incremental nature of provincial wage subsidy programs is an issue for Aboriginal communities who have to demonstrate increased jobs in each subsequent year before receiving funding.

- Some jurisdictional issues, which may affect the initiatives, need to be taken into consideration, e.g. programs dealing with persons with disabilities do not apply on reserve.

- Concern that the recommendations from the June 24, 1998 consultation were not part of the *Aboriginal Employment Initiatives Options* as presented and thus would not be addressed by the provincial government, especially if the recommendations by the Task Force on Aboriginal Issues were contradictory or dissimilar. The June recommendations were to establish senior Aboriginal positions within the Provincial

Civil Service (including Aboriginal Deputy Minister), establish an Advocacy Office or Aboriginal Secretariat and, implement Provincial Employment Equity Legislation.

INTRODUCTION

This report summarizes the Provincial Consultation on the Aboriginal Employment Initiative Options held on January 14, 1999 at the Kingsclear First Nation Cultural Centre with designated representatives identified by Chiefs, and Executive Directors/Presidents of key Aboriginal organizations/groups. Other relevant partners included the Joint Economic Development Initiative, the New Brunswick Labour Force Development Board and key federal partner departments. The background leading up to the January 14 consultation, the process, feedback provided by the participants as to areas of agreement or concern, clarifications required, action proposed regarding additional departmental consultations and next steps for implementation of these initiatives will be outlined. Relevant material such as promotional material regarding the provincially initiated consultation, the participation list, handouts included in the dockets and overheads used during the presentation, etc., are attached as Appendices for further information.

BACKGROUND

The Province of New Brunswick has initiated a series of consultations with Aboriginal people, relevant provincial and federal partner departments, unions and the private sector in response to the need to improve the status of Aboriginal employment in New Brunswick. In May of 1998, Cabinet instructed the Department of Labour, as well as the Departments of Intergovernmental and Aboriginal Affairs, and the Regional Development Corporation to begin consultations on what is now known as the Aboriginal Employment Initiative Options.

Up to this point, the Department of Labour has played a coordination role with other provincial departments in the development of these options. The Joint Economic Development Initiative (JEDI) provided the Province with a forum to obtain feedback on the eight Aboriginal Employment Initiative Options on June 24, 1998 at the St. Mary`s Entertainment Centre, St. Mary`s First Nation. The participants at this consultation included Aboriginal, provincial and federal representatives.

The Province received general support for all eight Options and clear direction from the participants to proceed in terms of further consultations with Aboriginal organizations, other provincial and federal government departments, private sector employers, and unions. There were a number of recommendations put forward by the workgroups who examined the different options during the June 24, 1998 consultation and are listed in the *Provincial Consultation Report on Aboriginal Employment Initiative Options*, prepared by Doreen Saulis.

Cabinet reviewed a submission presented to them in October, 1998 where a number of recommendations arising from the consultative process with Aboriginal people were emphasized. These recommendations stated that Aboriginal people:

- Be consulted prior to the further development of the Aboriginal Employment Initiative Options;

- Want long-term sustainable employment (in the public and private sector);
- Want accountability from the Provincial Government (tracking mechanisms); and,
- Have asked for at least a five-year (5) year commitment to these initiatives.

After consideration of the submission, the provincial government officials were provided direction by Cabinet to continue work on these initiatives and their consultations with Aboriginal people and other relevant partners. The emphasis for the work to be undertaken was now shifting from "what" to implement to "how" to implement the Aboriginal Employment Initiative Options with full recognition of the importance of Aboriginal participation and input in this process.

From May through to October 1998, a series of consultations proceeded with Aboriginal people, key provincial and federal departments (in an effort to avoid duplication), the New Brunswick Labour Force Development Board (NBLFDB), which includes private sector employers, unions, and others.

In addition, subsequent to October 1998, key developments and consultations during and up to this second provincial consultation included:

- Task Force on Aboriginal Issues:
- Minister of Labour meetings with Mawiw and UNBI;
- Minister of Labour meeting with key Aboriginal organizations;
- Designation of official representatives from each First Nation and key Aboriginal groups/organizations to participate in provincial consultations;
- Department of Labour staff sensitization and cross cultural awareness session on November 17, 1998;
- Meetings of Deputy Ministers Committee on Aboriginal Issues (ongoing);
- Meetings of the Aboriginal Operations Committee comprised of representatives from the lead Provincial departments involved in operationalizing the Aboriginal Employment Initiative Options (ongoing);
- Throne Speech on November 24, 1998;
- January 14, 1999 provincial consultation at Kingsclear First Nation.

There were a number of recommendations arising out of the first major consultation on June 24, 1998, which were referred to the Task Force on Aboriginal Issues (based on the recommendation from Intergovernmental and Aboriginal Affairs) as they were beyond the mandate of the Aboriginal Employment Initiative Options. These included the:

- Establishment of senior Aboriginal positions within the Provincial Civil Service (including Aboriginal Deputy Minister).
- Establishment of an Advocacy Office or Aboriginal Secretariat:
- Provincial Employment Equity Legislation

THE PROVINCIAL CONSULTATION MEETING

The provincial consultation on January 14, 1999 at the Kingsclear First Nation is the second major consultation that the Province of New Brunswick has undertaken with representatives from the Aboriginal communities and organizations and relevant government departments.

The purpose of the consultation with the designated representatives was to:

- Provide participants with a status report on the *Aboriginal Employment Initiatives Options*;
- Allow Provincial Lead Departments to present their respective initiative(s) and/or activities (based on Aboriginal peoples' recommendations issuing from consultations);
- Consult with representatives on *Aboriginal Employment Initiatives Options*;
- Provide an open forum for exchange of information, for questions, and discussion on employment initiatives;
- Discuss partnerships, and the avoidance of overlap and duplication; and,
- Discuss and plan "next steps" with a view to implementation.

There were a total of 39 designated representatives invited to participate from the First Nations, and key Aboriginal groups/organizations, provincial lead departments by initiative and activity, key federal government departments and other partners. (Please see Appendix A for letter of invitation, list of representatives who were invited, and meeting agenda).

Thirty-eight participants (see Appendix B) attended and this broke down as follows:

Total Aboriginal Participants 15
(11 of who were official representatives and the rest being observers)

Total Provincial Representatives 14
(8 of who were designated representatives)

Total Other 9
(Includes 7 designated representatives from HRDC, DIAND, PSC, NBLFDB, JEDI Co-chairs)

Dave Easby, Department of Labour, facilitated the meeting. A status report on the Aboriginal Employment Initiative Options was provided to the participants.

Each lead department presented their respective initiative and/or activities as per the agenda. These included:

Initiative/Activity	Lead Department
Aboriginal Employment Initiative Options Status Report	Labour
Human Resource Case Management/Counselling	HRD-NB
Access to Community College Programs	Education
Access to Other Post-Secondary Education and Training	Education
Labour Market Information	Labour
Aboriginal Employment Services Unit	Labour
NB Job Net	Labour
Employment in the Provincial Public Service	Finance
Partners/Sector-Based Initiatives for Aboriginal Persons	Labour
Partners/Private Sector Wage Subsidies	Labour
Targeted Initiatives	Regional Development Corporation

Participants were allowed the opportunity to ask questions, provide comments and discuss the presentations. The representatives for the lead departments responded to questions and comments on their respective initiatives/activities and then obtained feedback through discussion. Issues that did not fall under the days' format and agenda were recorded for later consideration. Each of the initiatives is presented in the following sections of the report.

Han Martin Associates prepared the report on the January 14, 1999 consultation to be distributed within the province and to participants who attended the consultation.

The report summarizes the discussion on each initiative by using the following framework:

- Feedback on Initiative
  - Agreement
  - Areas of Concern
  - Clarification on initiative
- Next Steps for Implementation
- Other Comments/Issues

One or more individuals who participated in the consultation expressed areas of concern identified in this report.

The handout(s) given to participants on a particular initiative are included in Appendices C-1 to C-8, with the overheads used during the presentation, and can be reviewed to provide a context for the feedback, discussion, etc.

ABORIGINAL EMPLOYMENT INITIATIVE OPTIONS STATUS REPORT

Presented by Dave Easby, Department of Labour. See also Appendix C-1 for handouts and overheads used in the presentation.

FEEDBACK ON INITIATIVE

Agreement:

- It was agreed that Aboriginal people would be involved in the design and delivery of the Aboriginal Employment Initiative Options (AEIO) although the nature of involvement may vary depending on the initiative. Some of the initiatives are further evolved whereas others are still at the preliminary stages. This agreement was in response to the questions, and concerns expressed around the issue and need for Aboriginal involvement.

Areas of Concern:

- There is a need for Aboriginal people to be involved in all stages of design and delivery of the Aboriginal Employment Initiative Options (AEIO);

- Concern was expressed that commitment of Cabinet and senior management may not be there for the AEIO making it difficult to move the process further.

- There was a concern that the AEIO would be affected if there is a change in government. The response was that this should not affect the process.

Clarification on initiative:

- This is not just a five-year pilot. It is an initiative that is at least five years.

- It was clarified to the participants that the AEIO are consistent with the Task Force on Aboriginal Issues. There may be some additional initiatives or activities if these needs are identified by the Task Force report.

OTHER COMMENTS/ISSUES

- There were questions on where the recommendations on the Employment Equity legislation fit in and who is to make the decision on the recommendation to enact this legislation. The response was that Cabinet and the Provincial Government will make the decision regarding the Employment Equity legislation.

HUMAN RESOURCE CASE MANAGEMENT/COUNSELLING INITIATIVE 1

Presented by Alain Basque, Human Resource Development New Brunswick. See Appendix C-2 for handouts and overheads.

FEEDBACK ON INITIATIVE:

Areas of Concern:

- Concern was expressed regarding possible duplication in terms of work already underway with the JEDI Employment Placement Committee, especially as it relates to reviewing the level of expertise that presently exists and identifying gaps in service (see Step 2 in Appendix C-2 overheads). JEDI is presently conducting a survey, which identifies current educational, and employment services for Aboriginal people, gaps in service, and how to address those gaps. There needs to be better coordination of efforts. HRD-NB was open to bringing these efforts together.

- There is a need to partner with Aboriginal people and communities. Aboriginal people need to be involved in this initiative because they know their communities and the needs of their clients with respect to employment and training.

- Identifying human and financial resources to implement this strategy is important. First Nation capacity to carry out employment and training initiatives is already an issue for communities.
  - There is a need for human and financial resources to be devoted to just this portfolio. Staff in First Nations who are responsible for employment and training may also be responsible for a number of other areas as well so they tend to become generalists. In smaller First Nations, there may not be Human Resources counsellors at all.
  - In addition, a training strategy for human resource counsellor training is required with respect to band employees who may also work on employment and training issues, i.e. Welfare officers, Education Directors and workers, etc.
  - There is a need to know how much it will cost the First Nations to implement the HRD-NB initiative. The First Nations will require a financial commitment for implementation. As it stands now, HRDC funding, through the Regional Bilateral Agreements, is not enough and does not cover salaries or the administration required delivering the services. The funding to cover these has to be taken from the funding earmarked for projects.
  - It is important that HRD-NB "listen" to requests or direction from Aboriginal people if there is to be true partnership. An incident was identified in which MAWIW had requested that HRD-NB include the First Nation human resource

counsellors in the training that was taking place last year. However, they did not get a response from the HRD-NB officials who had received the request.

- In line with capacity building and empowerment, it is important to have Aboriginal people involved in "designing the mold" for this initiative.

- With respect to timeline and the process identified, there is a real need to begin the implementation of training strategies soon. Concern was expressed that the initial planning stages would be the focus of efforts.

HRD-NB stated that they are willing to partner with First Nations and Aboriginal groups/organizations to meet the needs of their members and to assist in training.

NEXT STEPS FOR IMPLEMENTATION

- Efforts will be undertaken to look at a more coordinated approach between HRD-NB and the JEDI Employment Placement Committee with respect to the Human Resource Case Management/Counselling Initiative to avoid duplication of efforts. HRD-NB will meet with the JEDI Employment Placement Committee to see if this work is already being done or if a new committee is required.

- HRD-NB will take steps to become familiar with the JEDI survey on existing educational and employment services for Aboriginal people currently underway.

- HRD-NB will partner with Aboriginal communities in identifying funding services and to develop a training strategy with respect to human resource case management/counselling.

- HRD-NB hopes to begin implementing some activities in the three step process early in the new fiscal year. They feel that they can avoid duplication and get to Step 3 fairly quickly. Some activities can actually start right now.

- Efforts will be made to ensure involvement of other stakeholders, e.g. advocacy groups, employers, the private sector that do not fall under the framework outlined in the organizational chart at present. The NBLFDB is already listed in the framework.

OTHER COMMENTS/ISSUES

- Many Aboriginal people want to work within their communities rather than off reserve but First Nations cannot hire everyone.

- There is a need for an Aboriginal senior official to be appointed so that he/she can move this initiative along.

- Some jurisdictional issues, which may affect the initiative, need to be taken into consideration, e.g. programs dealing with persons with disabilities do not apply on reserve.

ACCESS TO COMMUNITY COLLEGE PROGRAMS INITIATIVE 2

Presented by Dick Corey, Department of Education. See Appendix C-3 for handout and overheads.

As part of his presentation, Dick Corey outlined the following framework of the initiative:

- All clients will meet the minimum requirements for acceptance;
- All clients will pay regular tuition;
- All clients will be accepted by the Working Committee; that
- The Steering Committee will approve the final training plan;
- The Project will be evaluated on the same basis as other NBCC programs;
- The success of the initiative will be measured using the same performance indicators as for other NBCC programs, e.g. program completion, the number of graduates placed in related positions after completion of the program, etc.

FEEDBACK ON INITIATIVE

General Feedback and Clarifications:

- Mawiw initiated this process last year by posing a challenge to the Department to increase access to regular community college programs for Aboriginal people.

- There are currently ten names of potential Aboriginal candidates identified.

- The funds required to implement this initiative will come from existing resources.

- The intent is to seek funding for four (4) new student counselling/coordinating positions for Aboriginal persons in NBCC Woodstock (2 positions), and NBCC Miramichi (2 positions)

- The rationale behind locating these positions for Aboriginal persons in NBCC Woodstock (2 positions), and NBCC Miramichi (2 positions) is:
  - The counsellors/coordinators can work as a team;
  - The 2 teams can work in eastern and western areas of the province;

  It is also the intention to have a budget to cover transportation, office space, etc., and there will be adequate remuneration in terms of salary for these employees. There is someone looking into obtaining a Human Rights exemption to hire Aboriginal people for these positions.

- The Working Committee for this initiative will track Aboriginal people in the NBCC system, with the assistance of the NBCC.

Areas of Concerns:

- NBCC deliver courses and programs in French in regions where there is a predominately Francophone population. This makes it difficult for Aboriginal people living adjacent to Francophone areas to access NBCC courses in English, e.g. Campbellton, Edmundston, and Dieppe..

  It was clarified that although relocation by Aboriginal persons may still be required to take certain community college programs, there may be a possibility of special programs, e.g. distance education, that could be offered on reserve or near the First Nations. (See next steps for implementation.)

- Many Aboriginal people do not fall under the criteria for programs which support NBCC attendance, e.g. Skills, Loans, and Grants

- Access to training dollars has always been difficult but during the Pathways to Success Strategy, there was funding available for training. Now that the RBAs are in place, the financial resources have become more limited due to the need for administration.

  Although 70% of the dollars under the RBAs are from Consolidated Revenue Funds (CRF) which do not have an EI restriction, there is little or nothing available to access the community college programs once those dollars are gone for projects and administration. First Nations are caught between the choice of putting these resources towards the students and not having salaries for staff to assist the students, or having salaries for the workers but not the resources for interested students to access the regular community college seats. The participants were informed by HRDC that the allocation formula of funding Aboriginal people is being revisited.

Clarifications required:

- Further clarification is needed on how programs such as Skills, Loans and Grants can support Aboriginal people who are no longer on EI or have never received EI.

NEXT STEPS FOR IMPLEMENTATION

- Special programs to deal with issues of mobility for Aboriginal people will be examined.

- Continue to develop partnerships with First Nations, other Aboriginal groups/organizations, federal partners, private sector, etc., to assist in the development of creative solutions to make existing funding available to Aboriginal

OTHER COMMENTS/ISSUES

- Partnerships are the key to this initiative. Doors are beginning to open but there is still more work to be done before the objectives of this initiative are met.

ACCESS TO OTHER POST-SECONDARY EDUCATION AND TRAINING INITIATIVE 3

Presented by Dick Corey, Department of Education. See Appendix C-3 for handout and overheads.

- Formerly known as the Forestry Related Initiatives and this was expanded to include other targeted areas.
- Will require strong partnerships, and support from all parties.

There were no questions or feedback on this initiative.

LABOUR MARKET INFORMATION (ACTIVITY)

Presented by Deborah Burns, Department of Labour. See Appendix C-4 for handout.

- Caroline Ennis (Mawiw), Carol Slocum-Labillois (Aboriginal Futures II, NBAPC), Pierrette Dupuis (Labour), and Deborah Burns (Labour) are members of a subcommittee working on the Labour Market Study.

The Labour Market Information Initiatives specific to Aboriginal community were presented and there was no feedback or questions on the initiative.

ABORIGINAL EMPLOYMENT SERVICES UNIT
INITIATIVE 4

Presented by Lorraine Thomas, Department of Labour. See also Appendix C-5 for handout and overheads.

Background Information:

- The goal of the Aboriginal Employment (AES) is to facilitate the match of Aboriginal people who are "job ready" with identified job opportunities.

- Process is complementary/consistent with the report entitled *Establishment of an Aboriginal Employment Referral Agency* (Eva Sock, 1998) for the JEDI Employment Placement Committee.

- Options for setting up an Aboriginal Employment Services Unit, some of which were identified in the above mentioned report include:
  - Senior Aboriginal Employment Services (AES) Coordinator within the Department of Labour hired under an open competition could be co-located with other provincial and federal staff in a "one stop shop" concept.

  - The AES position would actively promote placements with private sector employers and would transfer resumes of "job ready" candidates to the Department of Finance and the Public Service Commission for public sector employment only. Partners are needed for the private sector education component. The AES Coordinator will be proactive in finding jobs in the private sector. This position will be supported by an existing database called NB JobNet;

  - AES Unit be delivered by the Private sector (brought forward from June 24, 1998 consultation at St. Mary's);

  - 3rd Party Contract Delivery Agency Associated with JEDI (also brought forward from the June 1998 consultation);

  - Other options to be left up to participants at this consultation.

- There are three avenues for further consultations:
  - Official representatives consulted through JEDI in special meetings of the Employment Placement Committee.

  - Official representatives consulted via meeting(s) convened by Labour.

  - Other Options – open to suggestions.

FEEDBACK ON INITIATIVE

- In response to a question, it was clarified that Human Resource Counsellors are understood to include both the HR counsellors and staff at the First Nation level and at the HRD-NB offices.

- Visible Abilities, a program facilitating employment for Persons with Disabilities may provide a useful model.

- This initiative requires private sector partnerships to tap into the "hidden labour market."

- For this initiative to succeed, it also needs a senior public and private sector champion and/or each government department involved should have a senior Aboriginal official to move this initiative along. These Aboriginal officials would understand the Aboriginal communities and be in a position to influence daily operations.

- The public sector at both the federal and provincial level also has to demonstrate commitment in tangible ways, e.g. recruiting Aboriginal people.

- Some participants could not foresee how the Aboriginal coordinator could accomplish the work of the AES Unit by themselves.

Clarification on the Initiative:

- There was a request for clarification on who the AES Unit reports to during the discussion following the *Aboriginal Employment Unit Initiative, i.e.* the Premier or the Aboriginal Advocacy Office.

NEXT STEPS FOR IMPLEMENTATION

- It was agreed that further consultations regarding the AES would be done through the JEDI Employment Placement Committee.

- Lorraine Thomas, Department of Labour will contact John Brown, INAC, to ask for a special meeting of the JEDI Employment Placement Committee for further consultations.

OTHER COMMENTS/ISSUES

- There was a concern expressed by some participants that the recommendations from the June 24, 1998 consultation referred to the Task Force on Aboriginal Issues would not be addressed by the provincial government if these recommendations were either not dealt with or dissimilar to the Task Force recommendations. The June recommendations were to establish senior Aboriginal positions within the Provincial

Civil Service (including Aboriginal Deputy Minister), establish an Advocacy Office or Aboriginal Secretariat and, implement Provincial Employment Equity Legislation.

Provincial representatives stated that the government would take all recommendations into consideration.

NB JOBNET
(Activity)

Presented by Lorraine Thomas for Dianne Nason, Department of Labour. See Appendix C-5 for handout and overheads.

- The participants were informed that there would be an Information Session on NB JobNet on February 18, 1999 at the Eel River Bar First Nation.

- Presently, there are a total of 44 Aboriginal people in the system (23 Status, 18 non-Status, 3 Metis).

- The Department of Labour is presently revising three fields in the NB JobNet database with respect to terminology to be more specific and prevent inaccuracies. Changes are:
  - The term "Indian" will be replaced by "Aboriginal person" and capture whether the person is Status, non-Status, or Metis or Inuit;
  - A field will capture which First Nation, key Aboriginal group in New Brunswick or HRD-NB office the candidate is referred by or whether, it is a self-referral;
  - The third field will capture whether the individual has accessed services through the Aboriginal Employment Services Unit.

- There are presently over 300 employers on the database.

FEEDBACK ON INITIATIVE

General Feedback and Clarifications:

- Questions focused on the stage of development, features of the system, and relationship with other databases. Another question was with respect to whether the system would indicate how many people have been hired. The province responded that NB JobNet is in the development stages right now. The system is still under construction and enhancements are being made to it.

- Candidates can enter resumes anywhere on the Internet. It is not just for unemployed people but anyone looking for work.

- If a candidate has not updated their resume in six months, they will be contacted for updates.

- A follow up is required with each individual registered under NB JobNet to determine whether they have been hired.

- NB JobNet provides a good database for community and economic development, e.g. inventory of skills, entrepreneurial opportunities within a given area, attracting employers in sectors where there are pools of qualified labour, etc.

    - There was a question as to whether there may be some duplication with other databases and inventories that exist at the federal level such as the Electronic Labour Exchange (E.L.E.) and whether there was a possibility of having the two systems working together. It was clarified that NB JobNet is not an attempt to duplicate other databases but rather, it is a provincial tool for labour market analysis, economic development, etc. A user of the NB JobNet can access other systems and databases.

- Some Aboriginal participants commented that the E.L.E. is not meeting the needs of the Aboriginal communities.

- Accessing the Internet may be difficult for Aboriginal people.

EMPLOYMENT IN THE PROVINCIAL PUBLIC SERVICE
INITIATIVE 5

Presented by Katherine d'Entremont, Department of Finance. Please see Appendix C-6 for handout and overheads.

- This initiative is much broader than the Equal Employment Opportunity (EEO) program.

- The Department of Finance is currently reviewing the recommendations from the "Report on Aboriginal Participation in the Equal Employment Opportunity Program of the New Brunswick Civil Service" prepared by Han Martin Associates.

FEEDBACK ON INITIATIVE

- Feedback on this portion of the consultation focussed on the EEO program.

- It was clarified that there are no plans to increase hiring Aboriginal under the EEO at the present time until it is known how the AES will function.

Areas of Concern:

- There was a concern expressed that the departments in the provincial government are not committed to hiring Aboriginal people and that there needs to be a better process in place to increase recruitment of Aboriginal people in the public service. It was key to obtain commitment from the departments.

  The province stated that of the Aboriginal people who are now regular permanent employees in the provincial civil service half of them entered through the EEO program.

- Some of the participants did not agree with expanding the EEO program in light of the current work in the development of the Provincial Aboriginal Employment Strategy and the Aboriginal Employment Services (AES). These participants felt that the AES should have the mandate to perform the function currently being performed by the EEO for Aboriginal people. They suggested that the funding allocated for the EEO to work on Aboriginal employment in the public service be provided instead to the AES who should have the mandate to perform this function.

  Finance stated that they recognize the fact that the EEO is not a solution to all Aboriginal employment issues in the public service but it does provide a valuable source of short-term employment. EEO performs a "brokering" process as it provides information and facilitates the process of bringing Aboriginal people into the public service.

- There should be Aboriginal people working in programs and services dealing with Aboriginal people. The point was made that if you have a portfolio dealing with women, a woman would be working on this portfolio. Access to informal networks with Aboriginal people is absent because the EEO program staff are not Aboriginal. Consequently the database of Aboriginal people may be outdated.

  The participants were informed that departments and the Deputy Ministers who are ultimately responsible for the numbers hired into their departments need a ready access to a pool of qualified Aboriginal people. Both the province and the Aboriginal communities need to do their part towards meeting this objective of increasing the database.

- Aboriginal people are frustrated with the EEO program and do not feel that they are being heard. First Nations acknowledged that there have been some improvements and that they have to take some responsibility in developing solutions but the mechanisms to increase the hiring of Aboriginal people into the public service are not in place on both sides. It is important to listen to the suggestions from the First Nations and Aboriginal Groups/Organizations to improve the process and not perpetuate the illusion that there are no problems, or increase expectations which the province cannot fulfil.

- It was also pointed out that Aboriginal people are located in all parts of the province, not just in Fredericton. Many issues exist in other areas that need to be examined regarding the hiring of Aboriginal people or in Aboriginal people relocating to Fredericton for employment in the public service as a result of the EEO. These include resources to rent a place, no income for at least six weeks, and so on. The province needs to look at how to support the person if their objective is to increase meaningful employment, not just at the statistics.

  Finance stated it is presenting what it can do at this point in time without decisions from senior management. Other initiatives are being developed as well. The goal is to ensure success in increasing Aboriginal employment in the public service, retention of these employees and in doing a good job. The objective is to work towards something substantial.

NEXT STEPS FOR IMPLEMENTATION

- The initiative was not accepted as presented. There was no clear resolution of what the next step should be.

PARTNERS/SECTOR-BASED INITIATIVE FOR ABORIGINALPERSONS INITIATIVE 6

Presented by Roger Levesque, Department of Labour. See also Appendix C-7 for handout and overheads.

- There are two initiatives within the Employment Strategy for Aboriginal people:
  - Sector Based Initiatives;
  - Apprenticeship for Aboriginal Persons.

- Principles for implementation of these initiatives are that any activities will:
  - Be supported by consultation with Aboriginal people;
  - Include the private sector;
  - Fit with the existing menu of programming.

Roger Levesque also made a presentation on the Partners program

FEEDBACK ON INITATIVE

Areas of Concern:

Sector-based Initiatives

- Restricted to Aboriginal persons who are on EI or "reach back" clients (must have received EI, sick or maternity leave in the past three years). This is a major concern as the need to find employment is greatest among Aboriginal people who are on social assistance in the First Nations.

- This initiative does not meet the needs of Aboriginal employers on reserve as they are virtually eliminated from accessing the Sector-Based Initiatives. These employers are not in the position to hire Aboriginal persons up front and then apply for reimbursement due to cash flow limitations. There is a need for special intervention to assist these employers to access the initiative especially for First Nation employers located in rural areas.

PARTNERS/PRIVATE SECTOR WAGE SUBSIDIES
INITIATIVE 7

Presented by Roger Levesque, Department of Labour. See also Appendix C-7 for handout and overheads.

- Consultations with Aboriginal people indicate that there is a need for increased apprenticeships for Aboriginal people.

FEEDBACK ON INITATIVE

Areas of Concern:

Apprenticeship for Aboriginal people:

- Racism and systemic issues are barriers. Employers need to agree to hire Aboriginal people as apprentices. However, many local trade persons off reserve, particularly in rural areas, will not hire Aboriginal people or are more likely to hire their own family members.

- The First Nations can get Aboriginal people trained but cannot get them attached to a journeyman so that the apprenticeship requirements are met.

  A suggestion was made from one of the Aboriginal participants to give work to off reserve contractors who are willing to accept the requirement that they hire Aboriginal workers from within the community if additional workers are required to complete the job. However, this may work in urban centres but not in rural areas.

NEXT STEPS FOR IMPLEMENTATION

- Consult with First Nations and Aboriginal people to determine problem areas and adapt the programs and initiatives to suit the client.

- Review policies on the above provincial programs that do not meet the needs of First Nations and Aboriginal groups/organizations e.g. requirement that salaries be paid up front before reimbursements are paid, and identify possible solutions.

OTHER COMMENTS/ISSUES

Partners program:

- Again, many First Nations are not in a financial position to hire Aboriginal people up front and carry the employee salaries until they receive reimbursement from programs such as Partners. It was also felt that eight weeks is too long to wait for

reimbursements. This is preventing many First Nations or Aboriginal employers from accessing the Partners program.

- A question was raised as to whether these policies around reimbursements can be changed.

General concerns:

- A concern was identified regarding the difficulties of accessing provincial programs due to the province not wanting to fund "seasonally recurring jobs." The impact is keenly felt by First Nation tourism and forestry projects in the process of development. These require Aboriginal employees during peak seasons but are confronted with the challenge of needing to increase the number of people hired annually as the province does not want to fund the same positions repeatedly

  The province acknowledged that the incremental nature of provincial programs is an issue for Aboriginal communities who have to demonstrate increased jobs the next year before receiving funding. Programs will not fund the same jobs each year.

- Many First Nations need programs that meet their needs rather than trying to meet the needs or criteria of the programs, e.g. EI based programs. First Nations need programs that are a combination of Partners, Sector-Based, and programs for Social Assistance Recipients especially in the area of tourism and forestry.

Regional Bilateral Agreement:

- Dave Easby put forward a suggestion during the discussion after this presentation to address the concerns expressed with regard to the period for reimbursements. He proposed that one option to address the issue of reimbursements was to consider agreements similar to the Regional Bilateral Agreements (RBAs) which are currently in place in First Nations and Organizations. RBAs allow funding to be directly funneled through Aboriginal communities to deliver programs, as long as the resources are available and activities are consistent with the programs. There was some support for this option. However, as the suggestion arose outside of the regular process and format of the day, it was not discussed further.

TARGETED INITIATIVES
INITIATIVE 8

Presented by Sadie Perron, Regional Development Corporation. Please see Appendix C-8 for handout and overheads.

- The training program outlined for Aboriginal Economic Development is based on the need identified by ACOA and JEDI through consultations.

- The key elements of these initiatives are:
  - Capacity-building;
  - Provides Aboriginal youth with opportunities to work in the field of economic development;
  - Allows Aboriginal youth to gain experience and gain meaningful employment.

- The 14 EDO positions will be located in the REDCs and the Canada/New Brunswick Business Service Centres which will have the responsibility of recruitment for these positions. The candidates will be on and off reserve Aboriginal graduates from universities or colleges, preferably in business. Recruitment has already started in some regions. Hiring will be staggered throughout the year with an internship period of a maximum of 12 months.

- Requires the help from First Nations and the NBAPC in the recruitment process.

- A workplan will be developed for each Aboriginal Economic Development Officer and an evaluation will be undertaken at the end of six months.

FEEDBACK ON INITIATIVE:

- A question was posed as to whether liaison with organizations such as the NB Native Indian Women's Council had been undertaken regarding this initiative.

  The Regional Economic Development Commissions are currently undertaking contacts with Aboriginal communities and organizations.

NEXT STEPS FOR IMPLEMENTION FOR INITIATIVE

- Ensure that the 15 First Nations, and all off reserve Aboriginal organizations such as the NBAPC and the NBNIWC are informed of this initiative and of the recruitment efforts.

APPENDIX A

Minister
of Labour

Ministre
du Travail

New
Nouveau Brunswick

December 4, 1998

Distribution: Official Representatives Identified by Chiefs, and Presidents/Executive Directors of Key Aboriginal Groups/Organizations

Subject: ***Aboriginal Employment Initiative Options***

As you are aware, since the Spring of 1998, the Department of Labour has been consulting with Aboriginal people, other Provincial Government partner departments, Federal partners, the New Brunswick Labour Force Development Board (unions, private sector employers), and other relevant parties on ***provincially-initiated*** employment options for Aboriginal people.

In October, 1998, a submission was presented to the Provincial Cabinet for consideration. That submission emphasized the following recommendations which were raised by Aboriginal people through the consultative process:

-that Aboriginal people be consulted prior to the further development of initiatives;
-that Aboriginal people want long-term sustainable employment (public and private sector);
-that Aboriginal people want accountability from Government (tracking mechanisms); and,
-that Aboriginal people have asked for a five (5) year commitment (at least) to initiatives.
There were also a number of recommendations specific to particular programming options.

It has been decided that work on these initiatives should proceed, and that Provincial Government Officials should continue their consultations with Aboriginal people (and other relevant partners) with a view to bringing those employment initiative options toward the implementation phase. In order to proceed, the Province recognizes that Aboriginal participation and input is crucial to this process.

In my letter of August 28, 1998, I had requested that Chiefs and Presidents/Executive Directors of key Aboriginal Groups/Organizations each identify one (1) Official Representative to work with the Provincial Government on the development of the ***Aboriginal Employment Initiative Options*** (refer to ***Attachment A***). In response to this request, most designations have been received as per ***Attachment B***. Where an Official Representative has not been designated, Lead Provincial Government Departments will continue to communicate directly with Chiefs, and Presidents/Executive Directors directly until Official Representatives are identified.

Tel./Téléphone :
(506) 453-2542
Fax/Télécopieur :
(506) 453-3038

P.O. Box 6000
Fredericton
New Brunswick
Canada E3B 5H1

Case postale 6000
Fredericton
Nouveau-Brunswick
Canada E3B 5H1

As designated Official Representatives, the input that you will be bringing to the table is crucial to the consultation process as it reflects the results of your consultations/discussions with Aboriginal people within your community, or within your group/organization. It is vital to the consultation process that Official Representatives keep their Chief and Council, or President/Executive Director informed of discussions and developments, and that in turn, their comments be brought back to the table when discussing initiatives.

On January 14th, 1999, at a session to be held at Kingsclear First Nation, participants will be provided with a status report on the ***Aboriginal Employment Initiative Options***. This session is intended to be an open forum for the exchange of information, for questions, and for planning "next steps with a view to implementation". (refer to ***Attachment C*** for the Agenda)

I thank you in advance for your cooperation in this matter. Should you have any questions or comments, please contact Lorraine Thomas, Program Advisor on Aboriginal Issues, Department of Labour, at (506) 444-4052.

Yours truly,

JOAN KINGSTON
MINISTER

cc: First Nations Chiefs
Presidents/Executive Directors of Key Aboriginal Groups/Organizations
Provincial Lead Department Representatives by Initiative/Activity
Federal Partners
NB Labour Force Development Board
Task Force on Aboriginal Issues: Justice LaForest, Justice Nicholas

Attach.

ATTACHMENT A

New Nouveau Brunswick

August 28, 1998

Distribution:

Chiefs, Fredericton Native Friendship Center, MAWIW Council of First Nations, NB Native Women's Council, New Brunswick Aboriginal Peoples Council, Northshore District Tribal Council, Saint John River District Tribal Council, Union of New Brunswick Indians

Subject: ***Consultations on Aboriginal Employment Initiative Options***

In the Spring of 1998, Cabinet instructed the Departments of Labour, Intergovernmental and Aboriginal Affairs, and the Regional Development Corporation to initiate consultations with Aboriginal people on *Aboriginal Employment Initiative Options* through the Joint Economic Development Initiative (JEDI) forum. The Department of Labour, in collaboration with the Regional Development Corporation, and the Department of Intergovernmental and Aboriginal Affairs, has drafted eight (8) major initiative options to begin the consultation process. These options were used as a basis for discussion purposes while affording flexibility for other initiatives to be added, or for other additions or deletions to occur as consultations progress.

In view of the above, the Department of Labour had convened a formal consultation with Aboriginal people at a Special Meeting of JEDI held on June 24th, 1998 at Saint Mary's First Nation, Fredericton. The meeting was facilitated by Mr. Alex Dedam, and Ms. Doreen Saulis of Aboriginal Consulting Services. It is important to reiterate that although the meeting was held through a JEDI forum, these consultations are ***provincially-initiated*** with a view to creating employment opportunities for Aboriginal people. The objectives of the consultation meeting were to provide a forum for consultations on the Aboriginal Employment Initiative Options, to provide an opportunity for participants to review, discuss and formulate suggestions or recommendations regarding the options, and to encourage participants to identify next steps for advancing the Aboriginal Employment Initiative Options.

Attached you will find a copy of the *Provincial Consultation Report on Aboriginal Employment Initiative Options* of the June 24th, 1998 meeting prepared by Aboriginal Consulting Services. Additional copies have also been included for distribution to Human Resource Counsellors and Economic Development Officers. You are encouraged to review the document and we invite your comments on the report including notations on any errors or omissions that you may feel need to be addressed. The consultation report outlines the results of discussions held at the June 24th meeting and in ***no way implies*** that this is government policy.

Tel./Téléphone:
(506) 453-2342
Fax/Télécopieur:
(506) 453-3038

P.O. Box 6000
Fredericton
New Brunswick
Canada E3B 5H1

Case postale 6000
Fredericton
Nouveau-Brunswick
Canada E3B 5H1

In closing, I wish to assure you that the Province is aware that further consultations will need to be effected with the Aboriginal community in order to bring employment initiatives forward through partnerships. These consultations are not considered to be an end point, but a starting point of reference and development in partnership with the Aboriginal people of New Brunswick.

Bands, and Aboriginal groups and organizations are requested to each identify one (1) official representative to work with the Provincial Government on the development of Aboriginal Employment Initiative Options. Names and comments should be forwarded to Ms. Lorraine Thomas, Employment Services, NB Department of Labour, PO Box 6000, Fredericton, NB E3B 5H1 by September 21st, 1998.

Should you have any questions or comments regarding this matter, please contact Ms. Thomas at (506) 444-4052. I thank you in advance for your cooperation in this matter.

Yours truly,

JOAN KINGSTON
MINISTER

cc: Justice LaForest
Justice Nicholas

Attach.

ATTACHMENT B

December 1, 1998

ABORIGINAL EMPLOYMENT INITIATIVE OPTIONS - DESIGNATED REPRESENTATIVES

A. By First Nation: (Total 15)
***No official representative has been designated (as of yet) - correspondence will be with First Nation Chiefs until designation received**

1. *Big Cove First Nation
   Chief Robert Levi
   R.R. #1, Site 11, Box 1
   Big Cove, N.B. E0A 2L0
   ph# 523-8200
   fax# 523-8230

2. Buctouche First Nation
   Carol Ann Peters
   Economic Development & Employment Officer
   R.R. #2, Site 1
   Buctouche, N.B. E0A 1G0
   ph# 743-6493
   fax# 743-8995

3. *Burnt Church First Nation
   Chief Burton Martin
   621 Bayview Drive
   Burnt Church, N.B. E9G 2A5
   ph# 776-1200
   fax# 776-1215

4. Junior Denny
   Eel Ground First Nation
   40 MicMac Road
   Eel Ground, N.B. E1V 4B1
   ph# 627-4606
   fax# 627-4602

5. Eel River Bar First Nation
   Pollyanna Bernard
   Employment Equity Officer
   11 Main Street, Unit 1
   Eel River Bar, N.B. E8C 1A1
   ph# 684-6280
   fax# 684-6282

6. Fort Folly First Nation
   Irene LeClair
   Economic Development Officer
   P.O. Box 21
   Dorchester, N.B. E0A 1M0
   ph# 379-3400
   fax# 379-3408

7. Indian Island First Nation
   Gertrude Nicholas
   Post-Secondary/Child & Family Officer
   R.R. # 2
   Rexton, N.B. E0A 2L0
   ph# 523-9795
   fax# 523-8110

8. Kingsclear First Nation
Chief Bob Atwin
77 French Village Road
Kingsclear, N.B. E3E 1K3
ph# 363-3028
fax# 363-4324

9. Madawaska Maliseet First Nation
Robert Bernard
Economic Development Officer
1771 Main Street
Madawaska, N.B. E7C 1W9
ph# 739-9765
fax# 735-0024

10. *Oromocto First Nation
Chief Thomas Green
P.O. Box 417
Oromocto, N.B. E2V 2J2
ph# 357-2083
fax# 357-2628

11. *Pabineau First Nation
Chief Ben Paul, Sr.
R.R. #5, Site 26, Box 1
Bathurst, N.B. E2A 3Y8
ph# 548-9211
fax# 548-9849

12. Red Bank First Nation
Pam Ward-Levi
Economic Development Officer
P.O. Box 293
Red Bank, N.B. E9E 2P2
ph# 836-6118
fax# 836-7593

13. St. Mary's First Nation
Gabrielle Paul
Employment Services Officer
35 Dedham Street
Fredericton, N.B. E3A 2V2
ph# 459-2201
fax# 452-2763

14. Tobique First Nation
Caroline Ennis
Director of Employment & Training
R.R. #3
Perth, N.B. E0J 1V0
ph# 273-5534
fax# 273-5435

15. *Woodstock First Nation
Chief Patrick C. Francis
3 Wulastook Court
Woodstock, N.B. E7M 4K6
ph# 328-3303
fax# 328-2420

B. By Aboriginal Group/Organization: (Total 7)

1. New Brunswick Aboriginal Peoples Council
   Gary Gould
   Secretary/Treasurer
   320 St. Mary's Street
   Fredericton, N.B. E3A 2S4
   ph# 459-7161
   fax# 450-3749

2. New Brunswick Native Indian Women's Council
   Roberta Boone
   President
   120 Paul Street
   Fredericton, N.B. E3A 2V8
   ph# 458-1114
   fax# 451-9386

3. St. John River Valley District Tribal Council
   Len Tomah Jr.
   Secretary/Receptionist
   7 Wulastook Court
   Woodstock , N.B. E7N 4KC
   ph# 328-0400
   fax# 328-0987

4. North Shore District Tribal Council
   Jim Ward
   Economic Development Officer
   Box 21, Site 3, R.R.#1
   Newcastle, N.B. E1V 3L8
   ph# 627-4641
   fax# 627-4613

5. MAWIW Tribal Council
   Alfred Sock
   318 Maple St.
   Frederticton, N.B. E3A 3R4
   ph# 458-8124
   fax# 458-2652

6. Union of New Brunswick Indians
   Marlene Ward
   385 Wilsey Road, Comp. 44
   Fredericton, N.B. E3B 5N6
   ph# 458-9444
   fax# 4582850

7. *Fredericton Native Friendship Centre
   President (Unknown)
   96 Regent St.
   Fredericton, N.B. E3B 3W4
   ph# 459-5283
   fax# 459-1756

C. By Provincial Lead Department by Initiative: (Total 8)

1. Human Resource Case Management/Counselling Initiatives & Activities
   lead - Human Resource Development New Brunswick
   John Cunningham — ph# 453-6086
   Director of Programs — fax# 453-2152
   520 King Street
   5th floor, Carleton Place
   P.O. Box 6000
   Fredericton, N.B. E3B 5H1

2. Access to Community College Programs Initiative
   lead - Department of Education — ph# 453-8258
   Dick Corey — fax# 444-4960
   Director, Educational Services
   470 York St., Chestnut Complex
   Room 100
   P. O. Box 6000
   Fredericton, N.B. E3B 5H1

3. Access to Other Post-Secondary Education & Training Initiative
   lead - Department of Education — ph# 453-8258
   Dick Corey — fax# 444-4960
   Director, Educational Services
   470 York St., Chestnut Complex
   Room 100
   P. O. Box 6000
   Fredericton, N.B. E3B 5H1

4. Aboriginal Employment Services Initiative
   lead - Department of Labour — ph# 444-4052
   Lorraine Thomas — fax# 453-3780
   Program Advisor on Aboriginal Issues
   470 York St., Chestnut Complex
   Room 204
   P.O. Box 6000
   Fredericton, N.B. E3B 5H1

5. Employment in the Provincial Public Service Initiative
   lead - Department of Finance — ph# 444-4668
   Katherine d'Entremont — fax# 453-2124
   Director, Official Languages & Workplace Equity Branch
   Room 344
   Centennial Building
   P.O. Box 6000
   Fredericton, N.B. E3B 5H1

6. Partners/Sector Based Initiatives for Aboriginal Persons

lead - Department of Labour
Roger Levesque
Director, Targeted Programs/Special Projects
470 York St., Chestnut Complex
Room 304
P.O. Box 6000
Fredericton, N.B. E3B 5H1

ph# 444-4046
fax# 453-2148

7. Partners/Private Sector Wage Subsidies Initiative

lead - Department of Labour
Roger Levesque
Director, Targeted Programs/Special Projects
470 York St., Chestnut Complex
Room 304
P.O. Box 6000
Fredericton, N.B. E3B 5H1

ph# 444-4046
fax# 453-2148

8. Targeted Initiatives

lead -Regional Development Corporation
Sadie Perron
Vice-President, Development
836 Churchill Row
P.O. Box 428
Fredericton, N.B. E3B 5R4

ph# 453-8524
fax# 453-7988

D. By Activity (Cross-Referenced to All Initiatives): (Total 4)

1. Cross-cultural Awareness and Public Information

lead - Intergovernmental & Aboriginal Affairs — ph# 453-2671
Dan Horsman — fax# 444-5612
Director of Aboriginal Affairs
Centennial Building
Room 118
P.O. Box 6000
Fredericton, N.B. E3B 5H1

2. Labour Market Information

lead - Department of Labour — ph# 457-4859
Deborah Burns — fax# 453-3780
Director - Labour Market Analysis
470 York St., Chestnut Complex
P.O. Box 6000
Fredericton, N.B. E3B 5H1

3. NB Job Net

lead - Department of Labour — ph# 457-4859
Dianne Nason — fax# 453-3780
Research Analyst
470 York St., Chestnut Complex
P.O. Box 6000
Fredericton, N.B. E3B 5H1

4. Forestry-related Activities

lead - Department of Natural Resources & Energy — ph# 453-8726
Ron Loughrey — fax# 457-6762
Manager, Job Creation Unit
Hugh John Flemming
Room 340
P.O. Box 6000
Fredericton, N.B. E3B 5H1

E. By Other Partner: (Total 7)

1. Department of Indian Affairs & Northern Development — ph# (902) 661-6268, fax# (902) 661-6237
   John Brown
   Associate Regional Director General
   P.O. Box 160
   40 Havelock Street
   Amherst, N.S. B4H 3Z3

2. Human Resource Development Canada — ph# 452-3919, fax# 452-3439
   Jeff MacLeod
   Regional Manager - Aboriginal Services
   615 Prospect St. West
   P.O. Box 2600
   Fredericton, N.B. E3B 5V6

3. Public Service Commission — ph# 851-6612, fax# 851-6618
   Giselle Fancy
   District Director
   777 Main St., 7th floor
   Moncton, N.B. E1C 1E9

4. Atlantic Canada Opportunities Agency
   Brian Dick — ph# 452-3178, fax# 452-3285
   Vice-President, N.B. Region - Fed. JEDI CO-Chair
   570 Queen St., Barker House
   P.O. Box 578
   Fredericton, N.B. E3B 5A6

5. Regional Development Corporation
   Frank Swift — ph# 453-2277, fax# 453-7988
   President - Prov. JEDI Co-chair
   836 Churchhill Row
   P.O. Box 428
   Fredericton, N.B. E3B 5R4

6. Alex Dedam — ph# 776-1203, fax# 776-1215
   Burnt Church First Nation - Abor. JEDI Co-Chair
   621 Bayview Drive
   Burnt Church, N.B. E9G 2A5

7. New Brunswick Labour Force Development Board — ph# 457-1277, fax# 459-1544
   Angelina Cool
   Executive Director
   New Brunswick Labour Force Development Board
   191 Prospect St., 2nd floor
   Fredericton, N.B. E3B 2T7

Total Designated Representatives: 41	
Total - Aboriginal Representatives:	23
Total - Provincial Representatives:	13
Total - Other:	5

Attachment C

Aboriginal Employment Initiative Options

Consultation with
Designated Representatives

Date: January 14th, 1999

Time: 9:00 am-4:00 pm

Participants:

- Official Representatives identified by First Nations Chiefs, and key Aboriginal Groups'/Organizations' Presidents/Executive Directors
- Provincial Lead Department Representatives
- Key Federal Government Representatives
- Other partners:
  Joint Economic Development Initiative Representatives
  New Brunswick Labour Force Development Board Representative

* **Refer to *Attachment B* for list of Designated Representatives**

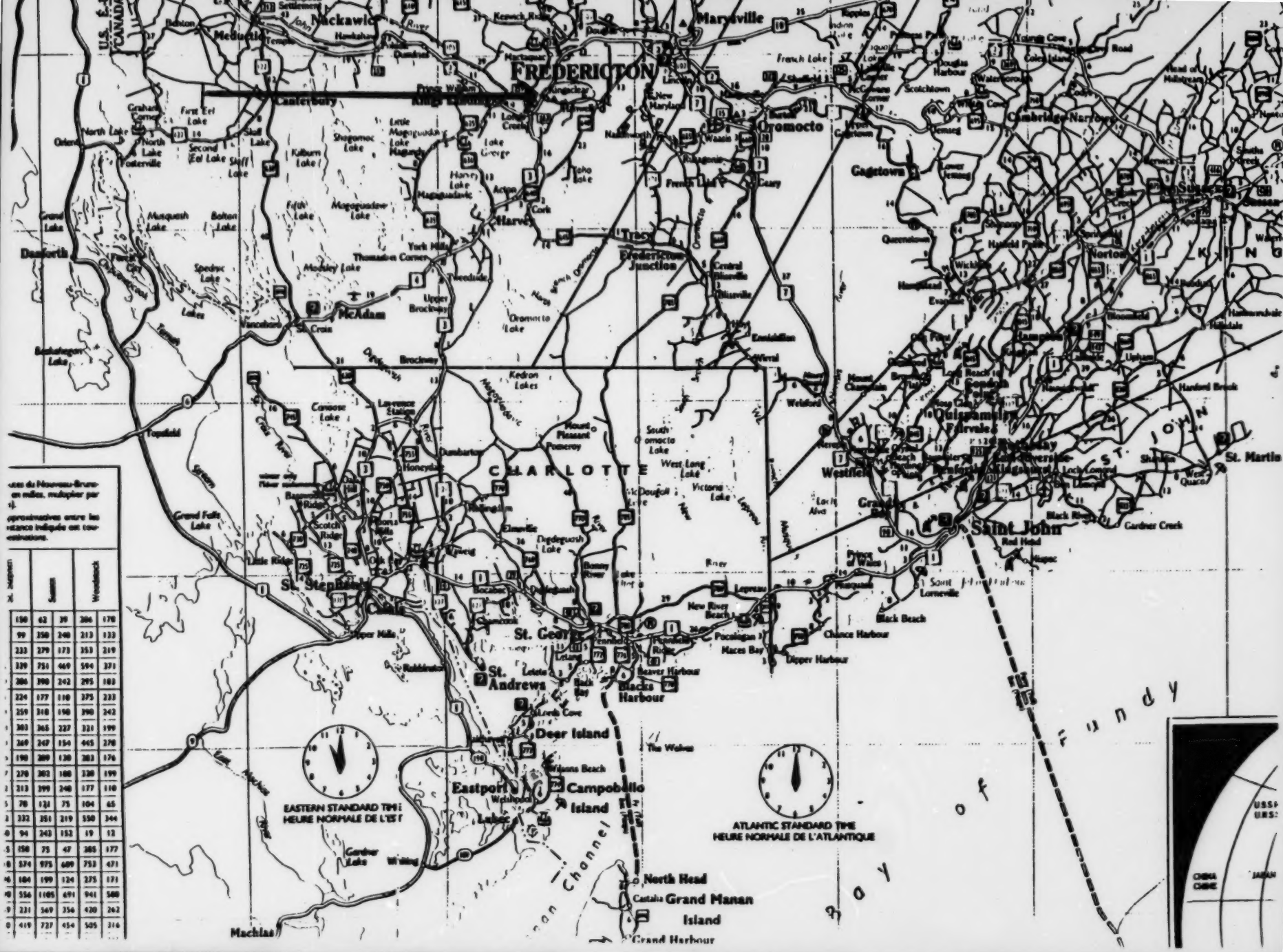
Location: Kingsclear First Nation Cultural Centre (new building)
77 French Village Road, Kingsclear First Nation Tel: (506) 363-3028
Refer to map: exit Trans Canada Highway at Kingsclear First Nation

Purpose:

- to provide participants with a status report on employment initiative options;
- to allow Provincial Lead Departments to present their respective initiative(s) and/or activities (based on Aboriginal peoples' recommendations issuing from consultations);
- to consult with Representatives on *Aboriginal Employment Initiative Options;*
- to provide an open forum for discussion on employment initiatives;
- to discuss partnerships, and the avoidance of overlap and duplication; and,
- to discuss "next steps" with a view to implementation.

Reporting: Han Martin Associates will be responsible for the compilation of a report which will be distributed to all participants upon completion.

Confirmation: Please confirm your attendance with Bonnie Flanagan, Department of Labour, at (506) 453-3132, **prior to January 5th, 1999**.


FREDERICTON
Nackawic
Marysville
Canterbury
Oromocto
Gagetown
Cambridge-Narrows
Harvey
Tracy
Fredericton Junction
McAdam
Quispamsis
Fairvale
Westfield
Saint John
St. Martins
St. Stephen
St. George
St. Andrews
Blacks Harbour
Deer Island
Campobello Island
Eastport
Lubec
North Head
Grand Manan Island
Grand Harbour
Machias
Chance Harbour
Dipper Harbour
Black Beach
Maces Bay
Pocologan
New River Beach
Lepreau
Dumbarton
Honeydale
Scotch Ridge
Oak Bay
Upper Mills
Rabbitville
Little Ridge
Waweig
Gardner Lake
Lake Utopia
Lake Digdeguash
Digdeguash
Bonny River
Victoria Lake
West Long Lake
South Oromocto Lake
Mount Pleasant
Pomeroy
Keddy Lakes
Canoose Lake
Lawrence Station
Cross Creek
Grand Falls Lake
Todd Mountain
Dutch Valley
Gardner Creek
Red Head
Lorneville
Saint John Harbour
The Wolves
Bay of Fundy
Canadian Channel
EASTERN STANDARD TIME
HEURE NORMALE DE L'EST
ATLANTIC STANDARD TIME
HEURE NORMALE DE L'ATLANTIQUE

AGENDA

Facilitator:		Dave Easby Executive Director Planning Services, Labour
Reporting Consultant:		Barb Martin Han Martin Associates
9:00	Opening Comments	Nora Kelly Deputy Minister, Labour
9:15	Status Report on *Aboriginal Employment Initiative Options*	Dave Easby
9:30	Open Question Period	All Participants
10:15	***Break***	

Presentation and Consultation by Lead Provincial Department Representative by Initiative/Activity:

10:30	Human Resource Case Management/Counselling	John Cunningham Director of Programs, Human Resource Dev't NB
11:00	Access to Community College Programs	Dick Corey Director, Educ. Services, Education
	Access to Other Post-Secondary Education and Training	
11:40	Labour Market Information	Deborah Burns Dir. Labour Market Analysis, Labour

12:00	***Lunch (provided)***	
1:00	Aboriginal Employment Services	Lorraine Thomas Progr. Advisor-Abor. Issues, Labour
1:30	Employment in the Provincial Public Service	Katherine d'Entremont Director of Official Languages and Workplace Equity, Finance
1:45	Partners/Sector-Based Initiatives for Aboriginal Persons	Roger Levesque Director, Targeted Programs/Special Projects, Labour
	Partners/Private Sector Wage Subsidies	
2:05	Targeted Initiatives	Sadie Perron V.P. Dev't, Regional Dev't Corp.
2:30	***Break***	
2:45	Open Question Period and Next Steps	All Participants
4:00	Closing Words	Dave Easby

APPENDIX B

Rev. January 18, 1999

ABORIGINAL EMPLOYMENT INITIATIVE OPTIONS - DESIGNATED REPRESENTATIVES

A. By First Nation: (Total 15)
***No official representative has been designated (as of yet) - correspondence will be with First Nation Chiefs until designation received**

No Rep 1. *Big Cove First Nation
Chief Robert Levi
R.R. #1, Site 11, Box 1
Big Cove, N.B. E0A 2L0
ph# 523-8200
fax# 523-8230

No Rep 2. Buctouche First Nation
Jackie Ward
Economic Development & Employment Officer
R.R. #2, Site 1
Buctouche, N.B. E0A 1G0
ph# 743-6493
fax# 743-8995

Ronald Somerville for this mtg ✓ *Burnt Church First Nation
Chief Burton Martin
621 Bayview Drive
Burnt Church, N.B. E9G 2A5
ph# 776-1200
fax# 776-1215

✓4. Eel Ground First Nation
Junior Denny
Executive Director
40 MicMac Road
Eel Ground, N.B. E1V 4B1
ph# 627-4606
fax# 627-4605

✓5. Eel River Bar First Nation
Pollyanna Menard
Employment Equity Officer
11 Main Street, Unit 1
Eel River Bar, N.B. E8C 1A1
ph# 684-6280
fax# 684-6282

✓6. Fort Folly First Nation
Irene LeClair
Economic Development Officer
38 Bernard Trail
Dorchester, N.B. E0A 1M0
ph# 379-3400
fax# 379-3408

Proxy Neb. Nicholas ✓7. Indian Island First Nation
Gertrude Nicholas
Post-Secondary/Child & Family Officer
R.R. # 2, Site 1, Box 8
Rexton, N.B. E0A 2L0
ph# 523-9795
fax# 523-8110

✓	8.	Kingsclear First Nation Chief Bob Atwin 77 French Village Road Kingsclear, N.B. E3E 1K3	ph# 363-3028 fax# 363-4324
Proxy ✓ Nadeline Thériault	9.	Madawaska Maliseet First Nation Robert Bernard Economic Development Officer 1771 Main Street Madawaska, N.B. E7C 1W9	ph# 739-9765 fax# 735-0024
No Rep	10.	*Oromocto First Nation Chief Thomas Green P.O. Box 417 Oromocto, N.B. E2V 2J2	ph# 357-2083 fax# 357-2628
No Rep	11.	*Pabineau First Nation Chief Ben Paul, Sr. R.R. #5, Site 26, Box 1 Bathurst, N.B. E2A 3Y8	ph# 548-9211 fax# 548-9849
✓	12.	Red Bank First Nation Pam Ward-Levi Economic Development Officer 59 Mountain Road P.O. Box 293 Red Bank, N.B. E9E 2P2	ph# 836-6118 fax# 836-7593
✓	13.	St. Mary's First Nation Gabrielle Paul Employment Services Officer 35 Dedham Street Fredericton, N.B. E3A 2V2	ph# 459-2201 fax# 452-2763
✓	14.	Tobique First Nation Caroline Ennis Director of Employment & Training 13100 Route 105 Tobique, N.B. E7M 3Y2	ph# 273-5533 fax# 273-5435
No Rep	15.	*Woodstock First Nation Chief Patrick C. Francis 3 Wulastook Court Woodstock, N.B. E7M 4K6	ph# 328-3303 fax# 328-2420

B. By Aboriginal Group/Organization: (Total 7)

No Rep	1.	New Brunswick Aboriginal Peoples Council Gary Gould Secretary/Treasurer 320 St. Mary's Street Fredericton, N.B. E3A 2S4	ph# 459-7161 fax# 450-3749
✓	2.	New Brunswick Native Indian Women's Council Christine Boone President 120 Paul Street Fredericton, N.B. E3A 2V7	ph# 458-1114 fax# 451-9386
No Rep	3.	St. John River Valley District Tribal Council Len Tomah Jr. Secretary/Receptionist 7 Wulastook Court Woodstock , N.B. E7N 4KC	ph# 328-0400 fax# 328-0987
No Rep	4.	North Shore District Tribal Council Jim Ward Economic Development Officer 38 Micmac Road Eel Ground, N.B. E1V 4B1	ph# 627-4641 fax# 627-4613
No Rep	5.	MAWIW Tribal Council Alfred Sock 318 Maple St. Frederticton, N.B. E3A 3R4	ph# 523-8246 fax# 458-2652
No Rep	6.	Union of New Brunswick Indians Marlene Ward 385 Wilsey Road, Comp. 44 Fredericton, N.B. E3B 5N6	ph# 458-9444 fax# 4582850
No Rep	7.	*Fredericton Native Friendship Centre President (Unknown) 96 Regent St. Fredericton, N.B. E3B 3W4	ph# 459-5283 fax# 459-1756

C. By Provincial Lead Department by Initiative: (Total 6)

1. Human Resource Case Management/Counselling Initiatives & Activities
lead - Human Resource Development New Brunswick

Alain Basque attended for HRD-NB

John Cunningham — ph# 453-6086
Director of Programs — fax# 453-2152
520 King Street
5th floor, Carleton Place
P.O. Box 6000
Fredericton, N.B. E3B 5H1

2. Access to Community College Programs Initiative
lead - Department of Education — ph# 453-8258
Dick Corey — fax# 444-4960
Director, Educational Services
470 York St., Chestnut Complex
Room 100
P. O. Box 6000
Fredericton, N.B. E3B 5H1

3. Access to Other Post-Secondary Education & Training Initiative
lead - Department of Education — ph# 453-8258
Dick Corey — fax# 444-4960
Director, Educational Services
470 York St., Chestnut Complex
Room 100
P. O. Box 6000
Fredericton, N.B. E3B 5H1

4. Aboriginal Employment Services Initiative
lead - Department of Labour — ph# 444-4052
Lorraine Thomas — fax# 453-3780
Program Advisor on Aboriginal Issues
470 York St., Chestnut Complex
Room 204
P.O. Box 6000
Fredericton, N.B. E3B 5H1

5. Employment in the Provincial Public Service Initiative
lead - Department of Finance — ph# 444-4668
Katherine d'Entremont — fax# 453-2124
Director, Official Languages & Workplace Equity Branch
Room 344
Centennial Building
P.O. Box 6000
Fredericton, N.B. E3B 5H1

6. Partners/Sector Based Initiatives for Aboriginal Persons

lead - Department of Labour — ph# 444-4046
Roger Levesque — fax# 453-2148
Director, Targeted Programs/Special Projects
470 York St., Chestnut Complex
Room 304
P.O. Box 6000
Fredericton, N.B. E3B 5H1

7. Partners/Private Sector Wage Subsidies Initiative

lead - Department of Labour — ph# 444-4046
Roger Levesque — fax# 453-2148
Director, Targeted Programs/Special Projects
470 York St., Chestnut Complex
Room 304
P.O. Box 6000
Fredericton, N.B. E3B 5H1

8. Targeted Initiatives

lead -Regional Development Corporation — ph# 453-8524
Sadie Perron — fax# 453-7988
Vice-President, Development
836 Churchill Row
P.O. Box 428
Fredericton, N.B. E3B 5R4

D. By Activity (Cross-Referenced to All Initiatives): (Total 4)

✓1. Cross-cultural Awareness and Public Information
lead - Intergovernmental & Aboriginal Affairs — ph# 453-2671
Patrick Polchies attended for IGAA — Dan Horsman — fax# 444-5612
Director of Aboriginal Affairs
Centennial Building
Room 118
P.O. Box 6000
Fredericton, N.B. E3B 5H1

✓2. Labour Market Information
lead - Department of Labour — ph# 457-4859
Deborah Burns — fax# 453-3780
Director - Labour Market Analysis
470 York St., Chestnut Complex
P.O. Box 6000
Fredericton, N.B. E3B 5H1

No Rep 3. NB Job Net
lead - Department of Labour — ph# 457-4859
Dianne Nason — fax# 453-3780
Research Analyst
470 York St., Chestnut Complex
P.O. Box 6000
Fredericton, N.B. E3B 5H1

No Rep 4. Forestry-related Activities
lead - Department of Natural Resources & Energy — ph# 453-8726
Ron Loughrey — fax# 457-6762
Manager, Job Creation Unit
Hugh John Flemming
Room 340
P.O. Box 6000
Fredericton, N.B. E3B 5H1

E. By Other Partner: (Total 7)

✓1. Department of Indian Affairs & Northern Development — ph# (902) 661-6268
Greg Martin attended for IAND
John Brown — fax# (902) 661-6237
Associate Regional Director General
P.O. Box 160
40 Havelock Street
Amherst, N.S. B4H 3Z3

✓2. Human Resource Development Canada — ph# 452-3919
Jeff MacLeod — fax# 452-3439
Regional Manager - Aboriginal Services
615 Prospect St. West
P.O. Box 2600
Fredericton, N.B. E3B 5V6

✓3. Public Service Commission — ph# 851-6612
Giselle Fancy — fax# 851-6618
District Director
777 Main St., 7th floor
Moncton, N.B. E1C 1E9

✓4. Atlantic Canada Opportunities Agency
Jan Poole-Hughes / Charles Harn attended for COA
Brian Dick — ph# 452-3178
Vice-President, N.B. Region - Fed. JEDI CO-Chair — fax# 452-3285
570 Queen St., Barker House
P.O. Box 578
Fredericton, N.B. E3B 5A6

✓5. Regional Development Corporation
Frank Swift — ph# 453-2277
President - Prov. JEDI Co-chair — fax# 453-7988
836 Churchhill Row
P.O. Box 428
Fredericton, N.B. E3B 5R4

✓6. Alex Dedam — ph# 776-1203
Burnt Church First Nation - Abor. JEDI Co-Chair — fax# 776-1215
621 Bayview Drive
Burnt Church, N.B. E9G 2A5

✓7. New Brunswick Labour Force Development Board — ph# 457-1277
Angelina Cool — fax# 459-1544
Executive Director
New Brunswick Labour Force Development Board
191 Prospect St., 2nd floor
Fredericton, N.B. E3B 2T7

*Total Designated Representatives: 39

Total - Aboriginal Representatives:	22
Total - Provincial Representatives:	10
Total - Other:	7

* Previous Designated Representative List stated there were 41 designated representatives, however, 2 Provincial Representatives were double counted due to having 2 initiatives each.

B. BARTIBOGUE ATTENDED (DID NOT SIGN IN)

Aboriginal Employment Initiative Options
Designated Representatives Meeting

(Other Participants)

January 14, 1999

	NAME	DEPT.	TELEPHONE	FAX	E-MAIL
*	Alain Basque	HRD-NB	453-4070		alainmbe@gov.nb.ca
	Kim Hollihan	HRD-NB	444 2756	4532152	kimh@gov.nb.ca
*	Roger Levesque	DOL	444-4046	453-2148	
	Brenda McCarvour	Education	453-2198	444-4960	bmccarvour@gov.nl.ca
*	Dick Covey	"	453-8258	444-4960	rcovey@gov.nb.ca
*	Terrie Theriault	Enterprise	444-4052		
*	TRENA LEBLANC	FORT FOLLY	379-3400	379-3408	
	Doug Bridgman	Figaro	444-4451	453-2124	
*	Patty-Lou Menard	Eel River Bar	684-6280	684-6282	MenardPL@inac.GC.C
*	Chief Bob Gloade	Kingsclear	363-3509	365-4052	
*	Christine Boone	N.B. Native Women	458-1114		
	Christina Paul	NBNIWC	4581114	451-~~7386~~ 7486	
	Roberta Boone	NBNIWC.	458-1114	451-9386	nbniwc@nbnet.nb.ca
*	Jeff MacLeod	HRDC-NB.	452-3919	—	—
	Barb Toner	HRDC	452.3568	452-3134	
*	Caroline Ennis	T. Ennis	~~273~~-5533		
	Penny Polchies	EDO St. Mary's	458-9511	452-2763.	CAMEPP@nbnet.ca.
*	Pam Ward-Levi	Red Bank FN	836-6118	836-7593	pamwardlevi@nbnet.nb.ca
*	Ronald Summerville	Burnt Church	776-1200	776-1214	
	Nora Kelly	Labour-DM	453-2343		
	Dave Easby	Labour	453-2889	453-3780	
	Bonnie Flanagan	Labour	453-3132	453-3780	
	Charles Hara	ACOA	684-9916	684-8095	
	Barb Martin	Consultants			
	Reni Hari				

* Designated Representatives

Total (All Participants) - 38 Persons

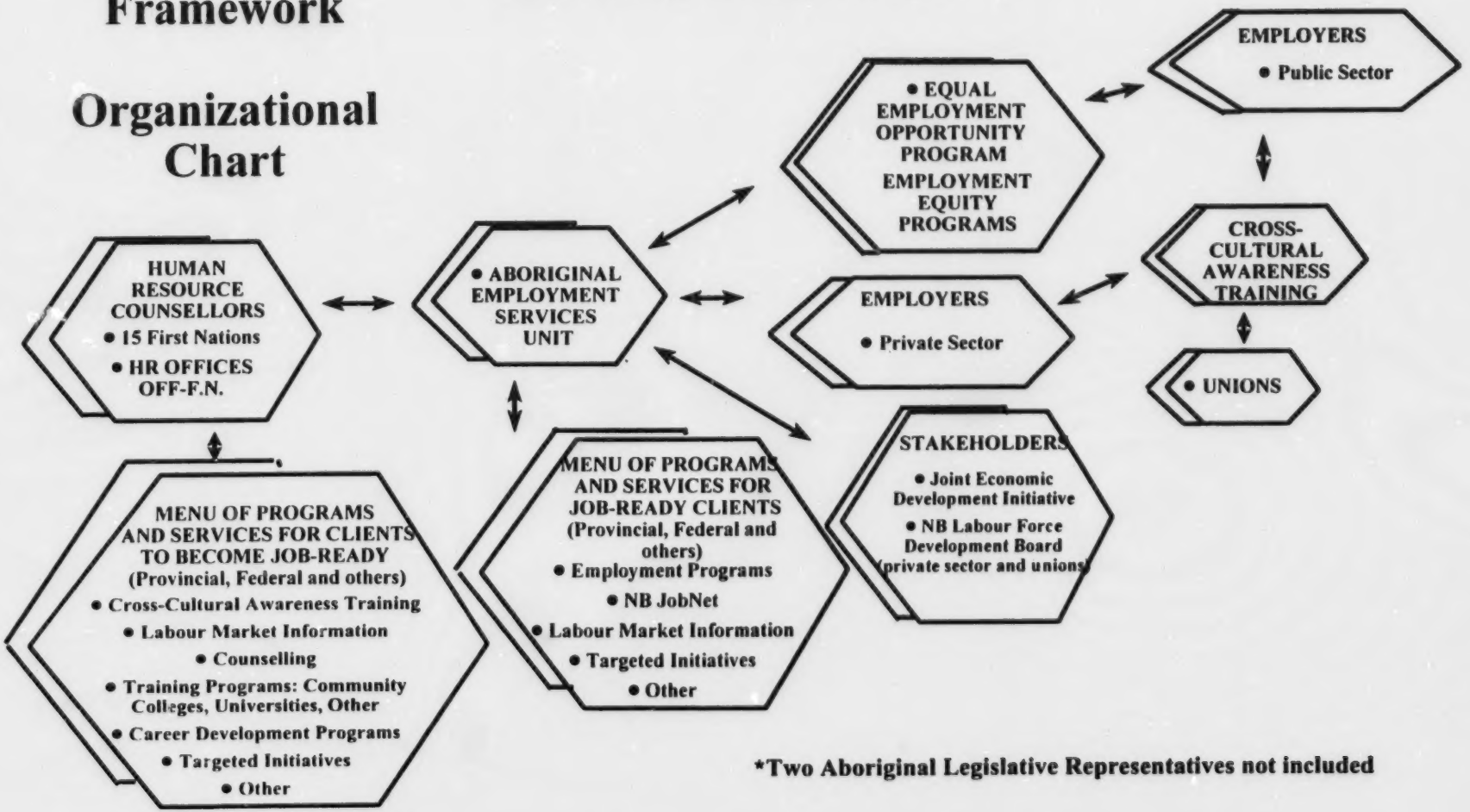
APPENDIX C-1

Aboriginal Employment Initiative Framework

Organizational Chart

Note: Aboriginal Deputy Minister position reporting directly to the Premier and Aboriginal Advocacy Office referred to the Task Force on Aboriginal Issues (Justice LaForest and Justice Nicholas)

PRESENT STATUS
January 14, 1999


EMPLOYERS
• Public Sector
• EQUAL EMPLOYMENT OPPORTUNITY PROGRAM
EMPLOYMENT EQUITY PROGRAMS
CROSS-CULTURAL AWARENESS TRAINING
• UNIONS
HUMAN RESOURCE COUNSELLORS
• 15 First Nations
• HR OFFICES OFF-F.N.
• ABORIGINAL EMPLOYMENT SERVICES UNIT
EMPLOYERS
• Private Sector
STAKEHOLDERS
• Joint Economic Development Initiative
• NB Labour Force Development Board (private sector and unions)
MENU OF PROGRAMS AND SERVICES FOR JOB-READY CLIENTS (Provincial, Federal and others)
• Employment Programs
• NB JobNet
• Labour Market Information
• Targeted Initiatives
• Other
MENU OF PROGRAMS AND SERVICES FOR CLIENTS TO BECOME JOB-READY (Provincial, Federal and others)
• Cross-Cultural Awareness Training
• Labour Market Information
• Counselling
• Training Programs: Community Colleges, Universities, Other
• Career Development Programs
• Targeted Initiatives
• Other

*Two Aboriginal Legislative Representatives not included

Provincial Government Lead Department Representative by Initiative:

- ***Human Resource Case Management/Counselling Initiative***
  Human Resource Development NB: John Cunningham, Director of Programs (453-6086)

- ***Access to Community College Programs Initiative***
- ***Access to Other Post-Secondary Education and Training Initiative***
  Education: Dick Corey, Director, Educational Services (453-8258)

- ***Aboriginal Employment Services Initiative***
  Labour: Lorraine Thomas, Program Advisor on Aboriginal Issues (444-4052)

- ***Employment in the Provincial Public Service Initiative***
  Finance: Katherine d'Entremont, Director, Official Lang. & Workplace Equity Branch (444-4668)

- ***Partners/Sector-Based Initiatives for Aboriginal Persons***
- ***Partners/Private Sector Wage Subsidies Initiative***
  Labour: Roger Levesque, Director, Targeted Programs/Special Projects (444-4046)

- ***Targeted Initiatives***
  Regional Development Corporation: Sadie Perron, Vice-President of Development (453-8524)

Provincial Government Lead Department Representative by Activity:

- ***Cross-cultural Awareness and Public Information***
  Intergovernt'l and Aboriginal Affairs, Dan Horsman, Director of Aboriginal Affairs (453-2671)

- ***Labour Market Information***
  Labour: Deborah Burns, Director of Labour Market Analysis (457-4859)

- ***NB JobNet***
  Labour: Dianne Nason, Research Analyst (457-4859)

- ***Forestry-related Activities***
  Natural Resources and Energy: Ron Loughrey, Manager, Job Creation Unit (453-8726)

- ***Partnerships*** with Aboriginal people, other Provincial Government Departments and Agencies, Federal partners, NB Labour Force Development Board, private sector employers, unions, relevant associations/organizations, and ***Avoidance of Overlap and Duplication***: all Provincial Government Lead Departments

January 14/99

ABORIGINAL EMPLOYMENT INITIATIVE OPTIONS

1. **Background:**

   The following ***Aboriginal Employment Initiative Options*** were devised and used as a basis to **begin** consultations with Aboriginal people, other Provincial and Federal Government Departments, and other partners including the New Brunswick Labour Force Development Board, private sector employers, unions, and some relevant associations/organizations:

   - Aboriginal Employment Services
   - Employment in the Provincial Civil Service
   - Human Resource Counselling
   - Aboriginal Experience Program
   - Targeted Initiatives
   - Private Sector Wage Subsidies
   - Access to Community College Programs and Post-Secondary Education
   - Forestry-related Training

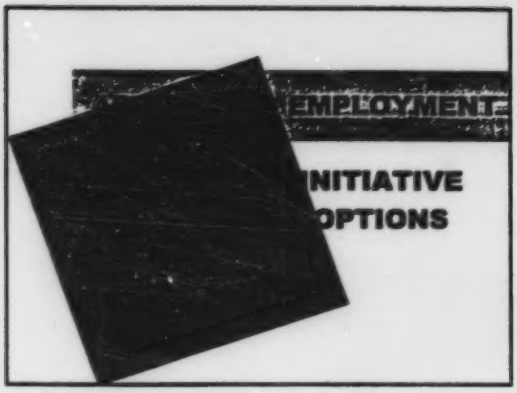
2. Emphasis on the following recommendations issuing from Aboriginal people through the consultative process:

   - that Aboriginal people be consulted **prior** to the further development of initiatives
   - that Aboriginal people want **long-term sustainable employment (public and private sector)**
   - that Aboriginal people want **accountability** from Government (tracking mechanisms)
   - that Aboriginal people have asked for a **five-year commitment** (at least) to initiatives
   - among other recommendations issuing from the consultation process

3. Identified Provincial Government Lead Departments will initiate additional consultations with Aboriginal people (and partners) to further develop initiatives with a view to implementation, while affording flexibility for other initiatives to be added or deleted as consultations progress.

4. For additional information on ***Aboriginal Employment Initiative Options***, contact Provincial Government Lead Department Representatives identified (over), or Lorraine Thomas, Program Advisor on Aboriginal Issues, Department of Labour (444-4052).

January 14/99



CHRONOLOGY

APRIL 1998

- **Cabinet directed Advanced Education and Labour in consultation with Intergovernmental and Aboriginal Affairs and Regional Development Corporation to prepare a provincial strategy to improve employment opportunities for Aboriginal people**

MAY 1998

- **Cabinet approved overall approach; directed Labour to consult with Aboriginal people & key stakeholders**

CONSULTATIONS UNDERTAKEN

May thru October '98

- **New Brunswick Aboriginal Peoples' Council, Union of New Brunswick Indians, MAWIW members, First Nations communities, others**
- **Key Provincial Departments**
- **Key Federal Departments**
- **NB Labour Force Development Board (unions, private sector employers)**

KEY RECOMMENDATIONS BEYOND LABOUR MANDATE

- **Reporting relationship to the Premier**
- **Senior positions**
- **2 Aboriginal Legislative Representatives**
- **Aboriginal Deputy Minister**
- **Aboriginal Advocacy Office**

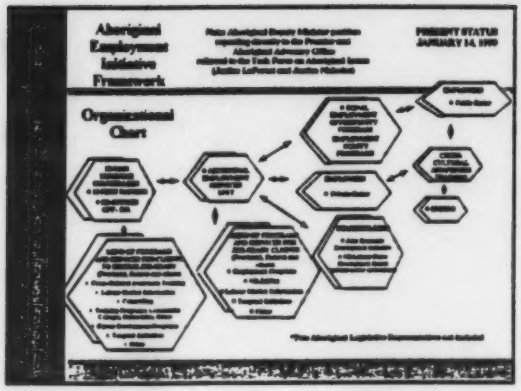
Referred to Task Force on Aboriginal Issues Justice LaForest and Justice Nicholas (October 15/98)

ACTIVITIES CROSS-REFERENCED ACROSS ALL INITIATIVES

- **Partnerships & Avoidance of Overlap & Duplication : all lead departments**
- **Entrepreneurship, forestry - related activities**
- **Program flexibility (persons with disabilities, entrepreneurial, other)**

INITIATIVE DEVELOPMENT PROCESS

- **Key General Recommendations:**
  - **further consultations with Aboriginal people, groups and organizations prior to further development of initiatives**
  - **accountability to Aboriginal people (tracking mechanisms)**
  - **long-term sustainable employment for Aboriginal people (public & private sector)**
  - **a five (5) year commitment to initiatives (at least)**



Provincial Government Lead Department Representative by Initiative

Human Resource Case Management/ Counseling

Human Resource Development NB: John Cunningham, Director of Programs

Access to Community College Programs

Access to Other Post-Secondary Education and Training

Education: Dick Corey, Director, Educational Services

Aboriginal Employment Services

Labour: Lorraine Thomas, Program Advisor on Aboriginal Issues

Provincial Government Lead Department Representative by Initiative (cont'd)

- **Employment in the Provincial Public Service**

Finance: Katherine d'Entremont, Director, Official Lang. & Workplace Equity Branch

- **Partners/Sector-Based Initiatives for Aboriginal Persons**
- **Partners/Private Sector Wage Subsidies**

Labour: Roger Levesque, Director, Targeted Programs/Special Projects

- **Targeted Initiatives**

Regional Development Corporation: Sadie Perron, Vice-President of Development

Provincial Government Lead Department Representative by Activity

Cross-cultural Awareness and Public Information

Intergovernmental and Aboriginal Affairs, Dan Horsman, Director of Aboriginal Affairs

Labour Market Information

Labour: Deborah Burns, Director of Labour Market Analysis

NBJobNet

Labour: Dianne Nason, Research Analyst

Forestry-related Activities

Natural Resources and Energy: Ron Loughrey, Manager, Job Creation Unit

Recent Developments

- Task Force on Aboriginal Issues-October/98
- Cabinet - October/98
- Minister of Labour meetings :
  - Board of Directors UNBI - October 22/98
  - MAWIW Tribal Council - November 10/98
  - Key Aboriginal Groups/Organizations - November 19/98

Recent Developments (cont'd)

- designation of Official Representatives - ongoing
- Labour - staff training session - November 17/98
- Deputy Minister Committee on Aboriginal Issues - ongoing
- Aboriginal Operations Committee - ongoing
- Throne Speech - November 24/98
- consultation with Official Representatives - January 14/99

APPENDIX C-2

ABORIGINAL EMPLOYMENT STRATEGY

CASE MANAGEMENT/COUNSELLING

Description:

In order to insure that long-term attachment to the labour market is possible for individuals within the aboriginal community, it is essential that a comprehensive case management approach be at the center of any aboriginal employment strategy. Case management involves personal counselling as well as employment counselling. Personal counselling would focus on issues such as goal setting and motivational issues. Employment counselling would involve the identification of educational interests and the development of job search techniques. The goal is to help Aboriginal persons become "job ready".

As a first step in improving the level of case management within the aboriginal community, it will be important that a committee be established made up of officials from the aboriginal community as well as the Provincial and Federal government. The first order of business will be to review the level of expertise that presently exists and identify gaps in service. This exercise will provide valuable information that will help in developing a strategy to improve case management for Aboriginal persons. In short, the strategy will address training issues, accessibility issues and jurisdictional issues. The work of the committee will also involve the identification of funding sources that could be used to implement the strategy.

It is important to note that the work being done in the area of case management will need to be closely coordinated with other initiatives outlined in the Aboriginal Employment Strategy. More specifically, a service delivery model will need to be developed so that Aboriginal persons across the Province who are "job ready" are linked to the *Aboriginal Employment Service* (AES). The work of the AES will insure that Aboriginal persons make a successful transition to the labour market.

Timeline:

The target date for the establishment of the committee is the end of January, 1999. During the month of February 1999, the committee will concentrate its efforts on identifying gaps in service and determining were improvements are needed in the area of case management. The month of March 1999 will be used to develop a strategy that will include recommendations by the committee as well as the identification of funding sources.

Responsibility Centers:

Human Resources Development-NB will be the lead department. Efforts will be made to work in partnership with Human Resources Development Canada, Department of Indian Affairs & Northern Development, First Nations and other aboriginal groups/organizations.

Contact Name: Alain Basque
453-4080

Aboriginal Employment Strategy
Case Management/Employment Counselling

Goal:

To partner with the Aboriginal community in order to help Aboriginal persons become "job ready".

Aboriginal Employment Strategy
Case Management/Employment Counselling

Case Management:

- Personal Counselling
  - motivational issues
  - personal barriers

- Employment Counselling
  - career goal
  - educational interests

Aboriginal Employment Strategy
Case Management/Employment Counselling

Process:

- **Step I**
  - Establish Provincial Committee
    - aboriginal representatives
    - government representatives
- **Step II**
  - Review level of expertise that presently exists
  - Identify gaps in service
- **Step III**
  - Develop strategy to improve case management/employment counselling
    - training requirements
    - partnership opportunities
    - identify funding source

Aboriginal Employment Strategy
Case Management/Employment Counselling

Partners:

- First Nations community
- Aboriginal Groups/Organizations
- Department of Indian Affairs and Northern Development
- Human Resources Development-NB
- Human Resources Development Canada
- Other stakeholders

APPENDIX C-3

DEPARTMENT OF EDUCATION

The Department of Education (DOE) had developed two initiatives as part of the Aboriginal Training Strategy:

Initiative 1: Access to Community College Programs

The New Brunswick Community College is exploring avenues to assist Aboriginal people accessing Community College programs by designating 150 - 200 Community College seats in regular programs for Aboriginal persons.

It is anticipated that this initiative will:

- provide preferred access for Aboriginal people to regular Community College seats;
- increase enrollments at Community Colleges and improve the utilization of seats;
- create job opportunities by the addition of four (4) new student counselling/coordinating positions for Aboriginal people;
- support advocacy and intervention services for the Aboriginal community;
- provide "Diversity in the Workplace" workshops for College staff and students;
- result in higher success rates in Community Colleges for Aboriginal people;
- prepare Aboriginal clients for success in NBCC programs by developing a bridging program for Aboriginal students.

In addition, linkages will occur with the Human Resource initiative, and the Industry and the Business Sector Training initiative.

Aboriginal participation in regular College training programs will commence in September, 1999.

The Department of Education is the identified lead department for all activities including working with designated representatives identified by Bands, and Aboriginal groups and organizations, and working with the College Admissions Service to select clients. In addition, the Department of Education would work with relevant JEDI partners and relevant partner Provincial and Federal government departments and agencies to assess those formal training proposals submitted by educational institutions.

Initiative 2: Access to Other Post-Secondary Education and Training

Under this initiative, opportunities for meaningful long-term Aboriginal employment will be identified. Where appropriate, targeted initiatives in key employment sectors, including forestry, entrepreneurship, small business management, crafts, culture and heritage, hospitality and tourism, retail and personal services, etc., may be developed. Training needs to qualify for employment in targeted areas will be articulated and appropriate means to acquire the training developed. Also, entrepreneurial activities will be emphasized, particularly where the opportunity exists to create employment through specialized training.

Training in identified areas will be delivered by the NBCC or private sector trainers, if the NBCC is unable to provide identified training. Training will be delivered through a variety of formats, including conventional classroom delivery, on-the-job training, co-operative training with selected employers, or training based on the apprenticeship model (i.e., a series of training "blocks" interspersed with on-the-job practical work experience). Training could be delivered on or near reserves throughout the Province, taking into consideration the needs and issues of native communities, and determined by potential employment opportunities and availability of potential trainees.

It should be noted that where appropriate training for potential employment is available through regular community college programming, clients would be moved into regular training places in keeping with DOE's first initiative.

To determine employment potential for members of the aboriginal community, DOE will establish appropriate consultative mechanisms with the aboriginal community and the private sector. In some cases, this may require the establishment of sector committees where sector committees do not exist. Every attempt would be made to avoid unnecessary duplication with other initiatives.

DOE will link with other federal and provincial government departments, depending of the nature of the employment opportunity and related training.

In summary, it is anticipated that this second initiative will:

- provide long-term sustainable employment opportunities for the Aboriginal community;
- establish strong linkages between and among the private sector, government, and Aboriginal communities;
- create a job opportunity for Aboriginal people through the hiring of an Aboriginal Training Co-ordinator;
- provide Aboriginal communities with information relating to the educational qualifications needed for a wide variety of employment opportunities and suggest appropriate career paths and training opportunities for those requiring training in order to obtain employment;
- result in more flexibility in the use of existing resources;
- provide for the delivery of on-site programs when appropriate;
- encourage co-operative training opportunities that serve the needs of the Aboriginal community.

Contact:

Brenda McCavour, Educational Consultant
Educational Services Branch
Department of Education
470 York Street, Fredericton, NB E3B 5H1
Telephone: (506) 453-2198 Fax: (506) 444-4960
Email: bmccavour@gov.nb.ca

NBCC

1. Access to Community College Programs

2. Access to Other Post-Secondary Education and Training

- Richard Corey
- Director
- Educational Services Branch
- Department of Education

NBCC

Access to Community College Programs

The New Brunswick Community College is proposing to assist Aboriginal people in accessing Community College programs by designating 150 - 200 Community College seats in regular programs for Aboriginal persons.

NBCC

Access to Community College Programs

It is intended that this initiative :

- **provide preferred access for Aboriginal people to regular Community College seats;**
- **increase enrollments at Community Colleges and improve the utilization of seats;**
- **create job opportunities by the additionl student counselling/coordinating positions for Aboriginal people;**
- **support advocacy and intervention services for the Aboriginal community;**
- **provide "Diversity" workshops for College staff and students;**
- **result in higher success rates in Community Colleges for Aboriginal people;**
- **prepare Aboriginal clients for success in NBCC programs by developing a bridging program for Aboriginal students.**

NBCC

Access to Community College Programs

Framework of Iniatitive:

- **All Clients will meet minimum requirements**
- **Clients will pay regular tuition**
- **Clients will be identified by a working committee**
- **Planning will takeplace every Fall**
- **A steering committee will approve the final plan**
- **The project will be evaluated on the same basis as all other NBCC programs**

NBCC

Access to Other Post-Secondary Education and Training

Under this initiative:

- opportunities for meaningful long-term Aboriginal employment will be identified.

- targeted initiatives in key employment sectors can be developed.

-Training needs to qualify for employment in targeted areas will be articulated.

-Appropriate means to acquire the training developed.

-Entrepreneurial activities will be emphasized, through specialized training.

NBCC

Access to Other Post-Secondary Education and Training

Conceptual Framework

- **Training in identified areas will be delivered by the NBCC or private sector trainers.**
- **Training delivered through a variety of formats.**
- **Training could be delivered on or near reserves throughout the Province.**
- **First consideration will be the needs and issues of native communities**

NBCC

Access to Other Post-Secondary Education and Training

Training Support

- **Employment potential will be established through appropriate consultative mechanisms .**
- **Consultative mechanisms will include the aboriginal community and the private sector.**
- **The establishment of sector committees may be required.**
- **Education will facillitate links with other federal and provincial government departments.**

NBCC

Access to Other Post-Secondary Education and Training

- It is anticipated that this initiative will:
- provide long-term sustainable employment opportunities for the Aboriginal community.
- establish strong linkages between and among the private sector, government, and Aboriginal communities.
- create a job opportunity for Aboriginal people through the hiring of an Aboriginal Training Co-ordinator.
- provide Aboriginal communities with information relating to the educational qualifications needed for a wide variety of employment opportunities and suggest appropriate career paths and training opportunities for those requiring training in order to obtain employment.

APPENDIX C-4

Labour Market Information

Labour Market Information Initiatives Specific to the Aboriginal Community

Labour Market Study for Aboriginal Access to Community College Programs

Under the Access to Community College Programs initiative, the New Brunswick Community College system is investigating means of designating between 150 and 200 seats in its regular programs for Aboriginal persons. In preparation for the allocation of designated seats, the Labour Market Analysis Branch of the Department of Labour has been asked to conduct a labour market study pertinent to the Aboriginal community in New Brunswick. The objective of the project is to provide labour market information to the Department of Education which will assist in identifying training programs within the Community College system to meet the needs of the Aboriginal Community. The study is designed to provide demographic information on on- and off-Reserve Aboriginal people, the educational status of Aboriginal people and on- and off-Reserve labour market demand information. The study is currently being conducted by Han Martin Associates and is to be completed late February 1999.

Employer Survey

A survey of New Brunswick employers is being conducted by the Labour Market Analysis Branch in conjunction with Human Resources Development Canada and the New Brunswick Labour Force Development Board. Part of this survey will determine on-Reserve employer needs for skills and occupations. Results of the survey will be available in June 1999.

Aboriginal Peoples Survey

The Aboriginal Peoples Survey (APS) is conducted by Statistics Canada to provide information to support the planning and development of programs and services for Aboriginal people. It provides a demographic profile of all Aboriginal groups and gathers data on income, housing, employment, education, mobility, disability, lifestyle and social issues, health and language. The content of the APS is developed through several rounds of consultation with regional and national Métis, Inuit and First Nations organizations, and provincial and federal government departments. The consultation process is currently moving forward, with results anticipated after the 2001 Census.

Provincial Follow-up Surveys

In response to the need to provide accountability results, provincial follow-up surveys will be developed to obtain information on people employed through Aboriginal employment initiatives. Designated representatives will be consulted in planning for the surveys.

General Job Search and Labour Market Information Products

NBJobNet: http://nbjobnet.gov.nb.ca or 1-888-806-2562.
NBJobNet is an exciting job search tool for helping job seekers to match their skills with employers' needs. Job seekers register with NBJobNet and submit information on their skills and education. Employers search for potential employees by indicating the skills they need or by posting job openings. NBJobNet can be accessed through local Community Access Centres, NB Human Resources Development offices, Human Resource Development Canada offices, Human Resource Service Centres or any other Provincial Government offices. Registration kits can be picked up in person or can be obtained by calling toll free to NBJobNet. Job seekers may also register online at NBJobNet's Internet site. Information sessions on NBJobNet are being planned with Economic Development Officers and Human Resource Counselors.

NBWIN: http://www.nb.workinfonet.ca
The NBWIN Web site is a useful tool for those wishing to further their careers or explore the job market. It serves as a gateway to career information relevant to New Brunswickers. Information is available on occupations and careers, training institutions, financial assistance and the labour market.

Occupational Profiles: http://www.gov.nb.ca/ael/lmab/profile/index.htm
Profiles of various occupations include main duties, employment opportunities, wage information and training available. These profiles assist job seekers in understanding occupations and in choosing one with potential employment opportunities. Occupational Profiles are available online or in hard copy from the Department of Labour.

NB Snapshot: http://www.gov.nb.ca/ael/lmab/snapshot/index.htm
The NB Snapshot is a publication from the Labour Market Analysis Branch of the Department of Labour. Current New Brunswick labour market statistics are provided along with articles on labour market initiatives. NB Snapshot is published four times per year. It is available online or in hard copy from the Department of Labour

Labour Market Information Handbook:
http://www.gov.nb.ca/ael/lmab/handbook/index.htm
The Labour Market Information Handbook is a useful guide for interpreting labour market information found in newspapers, magazines or government documents. This handbook is available online or in hard copy from the Department of Labour.

Contact:	**General:**	Debbie Burns	457-4859
	NBJobNet:	Diane Nason	453-8662

APPENDIX C-5

Aboriginal Employment Services Unit-Initiative IV

The **Department of Labour** is the identified Provincial lead department for this initiative.

Description

1. The *Aboriginal Employment Services Unit* will serve as a labour exchange function, as a "broker" for **job-ready** individuals referred through Human Resource Case Managers/Counsellors to facilitate the match of Aboriginal people seeking employment with identified job opportunities.

2. The *Aboriginal Employment Services Unit* will only serve in a matching capacity and will not perform any hiring functions. Employers will remain responsible for the final selection of candidates.

3. The *Aboriginal Employment Services Unit* will only accept **job-ready** individuals after a Human Resource Case Manager's/Counsellor's client evaluation and assurance that a certain level of proficiency/standards has been met by the client.

4. Until proficiency/standards are met, Human Resource Case Managers/Counsellors will continue to work with clients in order to provide them with the necessary interventions (such as training) in order for them to reach their employment goals.

5. *Aboriginal Employment Services Unit* activities:

   - *actively promote* placements with private sector employers;
   - identify potential job opportunities;
   - refer clients to job opportunities using the NB JobNet database;
   - facilitate the transfer of resumes to the Department of Finance, and to the Public Service Commission, to access public sector employment;
   - support both employers, employees, and unions in easing the integration of Aboriginal people into the labour force;
   - act as a resource to Human Resource Case Managers/Counsellors by identifying the potential opportunities for which clients can be prepared; and,
   - track information relative to its referrals and the duration of its placements, among other activities.

6. Where wage subsidies or other supports are required to encourage employers to hire Aboriginal persons, the *Aboriginal Employment Services Unit* will link employers to appropriate Government Representatives in order for them to negotiate an appropriate program response.

January 14/99

7. It is important that there be strong linkages with:

   - Human Resource Case Managers/Counsellors offering services to Aboriginal clients;
   - the Department of Finance, and the Public Service Commission, who are responsible for public sector employment;
   - the New Brunswick Labour Force Development Board who will provide advice and guidance from a private sector perspective;
   - providers of labour market information which will be used to identify potential placement opportunities; and,
   - private sector employers who could provide long-term sustainable employment opportunities.

8. The services of one (1) permanent full-time ***Senior Aboriginal Employment Services Coordinator*** reporting to the Department of Labour will be required under this initiative.

9. Other Provincial and Federal Departments may wish to complement the *Aboriginal Employment Services Unit* with other staff members to create a "one-stop shop" for **job-ready** Aboriginal clients.

Next Steps

The Department of Labour will continue consultations with designated Representatives identified by Chiefs, and key Aboriginal Groups and Organizations, Human Resource Development NB, the Department of Finance, the Public Service Commission, the New Brunswick Labour Force Development Board, the Department of Economic Development, Tourism and Culture, the Department of Indian Affairs and Northern Development, and other relevant Provincial and Federal Departments and Agencies to access and develop networks with private and public sector employers.

Timeline

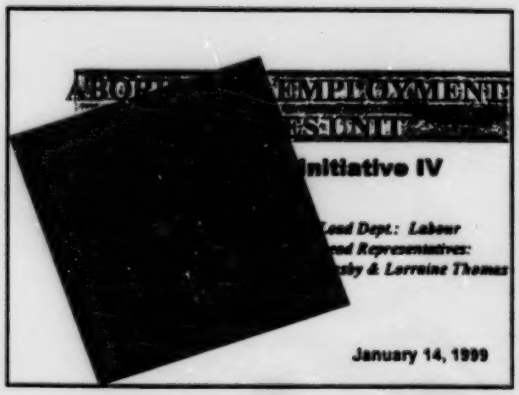
1. Consultations with designated Representatives (Aboriginal, Provincial, and Federal, other) can begin immediately with a view to reaching a general agreement on how to implement this initiative by March 1, 1999.

2. If general agreement is reached by March, 1999, the ***Senior Aboriginal Employment Services Coordinator*** could be hired by the end of April, 1999.

3. Subject to hiring April, 1999, implementation can be phased in shortly thereafter with the ***Aboriginal Employment Services Unit*** being fully operational by September, 1999.

Contacts

Dave Easby, Executive Director, Planning Services (506) 453-2419 or,
Lorraine Thomas, Program Advisor on Aboriginal Issues (506) 444-4052
Dept. of Labour, 470 York Street, Room 204, PO Box 6000, Fredericton, NB E3B 5H1
fax (506) 453-3780



ACTIVITIES

- facilitate match of job-ready persons seeking employment with identified job opportunities

Activities cont'd

- actively promote placements with private sector employers, using labour market information to identify potential opportunities
- broker for job-ready clients referred by Human Resource Case Managers/Counselors
- utilize existing labour exchange databank NBJobNet for referrals

Activities cont'd

- facilitate transfer of resumes to the Department of Finance and the Public Service Commission to access public sector employment
- link employers to Gov't Reps where wage subsidies or other supports are required
- support employees, employers, unions to ease integration into labour force

Activities cont'd

- act as resource to Human Resource Case Managers/Counselors by identifying potential opportunities for which clients can be prepared
- track information on clients who are referred

Activities cont'd

- AES Unit does not perform hiring function...matching function only
- employers remain responsible for final selection of candidates
- labour market information component responsible for surveys & follow-ups

LINKAGES

- Human Resource Case Managers/Counselors
- Department of Finance
- Public Service Commission
- NB Labour Force Development Board
- providers of labour market information
- NBJobNet
- private sector employers
- unions

ABORIGINAL EMPLOYMENT SERVICES UNIT - LABOUR COMPONENT

- Senior Aboriginal Employment Coordinator
- permanent position
- open competition
- qualified Aboriginal candidate
- good organizational & communication skills
- ability to travel
- could be located with other Provincial & Federal staff in a "one-stop shop"

ABORIGINAL EMPLOYMENT SERVICES UNIT

"one-stop shop concept"

- Senior Aboriginal Employment Coordinator (Labour)
- other Provincial positions
- other Federal positions

*** partner needed for: private sector employer education component**

LABOUR PROCESS

- Consult with Official Representatives Aboriginal-Federal-Provincial-other
- reach general agreement on how to implement by March 1/99
- staffing process & hire by end April/99
- Aboriginal Employment Services Unit (Labour) fully operational-September/99

ABORIGINAL EMPLOYMENT SERVICES UNIT - OTHER OPTIONS

- Private Sector Opportunity
- 3rd Party Contract Delivery Agency Associated with JEDI

HOW TO IMPLEMENT- CONSULTATION OPTIONS

1. Official Representatives consulted through JEDI - Special Meetings of the Employment Placement Committee

2. Official Representatives consulted via meeting(s) convened by Labour

3. Other Options: Suggestions

General Job Search and Labour Market Information Products

NBJobNet: http://nbjobnet.gov.nb.ca or 1-888-806-2562.
NBJobNet is an exciting job search tool for helping job seekers to match their skills with employers' needs. Job seekers register with NBJobNet and submit information on their skills and education. Employers search for potential employees by indicating the skills they need or by posting job openings. NBJobNet can be accessed through local Community Access Centres, NB Human Resources Development offices, Human Resource Development Canada offices, Human Resource Service Centres or any other Provincial Government offices. Registration kits can be picked up in person or can be obtained by calling toll free to NBJobNet. Job seekers may also register online at NBJobNet's Internet site. Information sessions on NBJobNet are being planned with Economic Development Officers and Human Resource Counselors.

NBWIN: http://www.nb.workinfonet.ca
The NBWIN Web site is a useful tool for those wishing to further their careers or explore the job market. It serves as a gateway to career information relevant to New Brunswickers. Information is available on occupations and careers, training institutions, financial assistance and the labour market.

Occupational Profiles: http://www.gov.nb.ca/ael/lmab/profile/index.htm
Profiles of various occupations include main duties, employment opportunities, wage information and training available. These profiles assist job seekers in understanding occupations and in choosing one with potential employment opportunities. Occupational Profiles are available online or in hard copy from the Department of Labour.

NB Snapshot: http://www.gov.nb.ca/ael/lmab/snapshot/index.htm
The NB Snapshot is a publication from the Labour Market Analysis Branch of the Department of Labour. Current New Brunswick labour market statistics are provided along with articles on labour market initiatives. NB Snapshot is published four times per year. It is available online or in hard copy from the Department of Labour

Labour Market Information Handbook:
http://www.gov.nb.ca/ael/lmab/handbook/index.htm
The Labour Market Information Handbook is a useful guide for interpreting labour market information found in newspapers, magazines or government documents. This handbook is available online or in hard copy from the Department of Labour.

Contact:	**General:**	Debbie Burns	457-4859
	NBJobNet:	Diane Nason	453-8662

NBJobNet

- job-search tool for work-ready workforce
- internet skill-based inventory of labour force (approximately 13,000 - Feb/99)
- Province - wide
- job-seekers enter skills & education
- employers search potential employees (skills, post job openings)

Functions:

- better analysis of the labour force
- identification of economic development opportunities
- identification of labour force development needs
- identification of training needs & opportunities
- better targeting of employment programs
- provision of profiles by geographical area, skills, education, etc.
- transfer of skills from declining sectors to growth sectors

NBJobNet Sectors

Information Technology	Agriculture
Call Centres	Courier
Plastics	Healthcare
Textiles/Apparel	Mining
Metal Working	Tourism
Fisheries	Banking
Accounting	Forestry
Construction/Housing	Legal
Government	Peat Moss Processing
Manufacturing	Trucking
Retail	
Wood Processing	

Access:

- web site http://nbjobnet.gov.nb.ca
- toll free 1-888-80NBJOB (1-888-806-2562)
- walk-in: Community Access Centres, Human Resource Development NB Offices, Human Resource Service Centres, other

NBJobNet
First Nations
Information Session

- February 18/99
- Eel River Bar First Nation Administration Building (9:00 - 12:00)
- confirm with Pollyanna Menard 684-6280
- Department of Labour Representative: Dianne Nason 453-8662

APPENDIX C-6

Status Report on Aboriginal Initiatives

ITEM	**Equal Employment Opportunity Program** (EEO) for Natives, persons with disabilities and visible minority persons in the N. B. Public Service

BRIEF DESCRIPTION AND CURRENT STATUS	• The EEO program provides access to short-term employment opportunities for target group members through 3 components: summer placements, job creation placements and term employment.
	• In the context of continuously improving the EEO program, including following up on recommendations contained within the study on Aboriginal Employment in the Public Service, the following initiatives are being implemented over the coming months:
	  • Increased use of technology to optimize departments' access to the data bank of target group members registered with the program.
	  • Strengthening the relationship between the EEO office and the Employment Counselors in each of the native communities through on-going communication, including meetings.
	  • Providing 3 hours of "Orientation Dialogue" at the beginning of all new placements to facilitate cross-cultural dialogue and set clear expectations in support of successful long-term employment placements.
	  • Quarterly meetings of departmental EEO coordinators to share best practices across the organization and problem-solve.
	  • Continue to maximize outreach recruitment strategies to ensure that qualified aboriginal candidates are registered with the program for consideration of employment opportunities within the pubic service.

KEY DATES/ EVENTS	• A meeting of all departmental EEO coordinators was held December 2, 1998. • An updated summary list of aboriginal candidates registered with the EEO program was mailed out to all Deputy Ministers on December 17, 1998 for consideration of positions within their respective departments. • A January 14, 1999 consultation with the aboriginal community organized by the Department of Labour as part of the overall Provincial Aboriginal Employment Strategy.

Official Languages and Workplace Equity Branch
Department of Finance
January 8, 1999

Aboriginal Employment in the New Brunswick Public Service

January 14, 1999

Department of Finance

New Nouveau
Brunswick

Strategies

- Outreach recruitment
- Increased use of technology
- Orientation Dialogue
- Meetings of departmental EEO coordinators

Outreach Recruitment

- Strengthen relationship between EEO office and Employment Counselors
- Increase frequency of communication with aboriginal communities
- Encourage aboriginals to register with the EEO office

Increased use of technology

- Make candidate data base information more accessible to client departments
- Improve the search ability of various fields of data base information
- Increase the frequency of candidate information updates and share electronically

Orientation Dialogue

- Offer up to 3 hours of "Orientation Dialogue" at the beginning of all placements of aboriginal employees
- Facilitated by an aboriginal consultant
- Encourage cross-cultural dialogue
- Set clear expectations in support of successful long-term employment placements

Meetings of departmental EEO coordinators

- Increase frequency of inter-departmental meetings
- Highlight and share best practices across the broader organization
- Highlight successful long-term aboriginal placements

APPENDIX C-7

Department of Labour

Employment Divison

JOBS DES EMPLOIS
FOR NEW BRUNSWICK / POUR LE NOUVEAU-BRUNSWICK

1. **Employment Strategies for Aboriginal Persons**
    1. **Apprenticeship for Aboriginal Persons**
    2. **Sector Based Initiatives**
    3. **Partners Program**

2. **Apprenticeship Wage subsidy for Aboriginal Persons**

WHY: To assist Aboriginal persons find full-time permanent employment in the apprenticeship trades
WHAT: A wage reimbursement of 50% of the hourly wage, for a maximum duration up to of 4 years. The block training period is not considered a wage subsidy period.

WHO: Funding is available for 20 referred unemployed or underemployed aboriginal persons per year and they will be placed with approved private sector employers.
WHEN: Beginning April 1, 1999
WHERE: For more information contact the Department of Labour, Employment Division

Eligible Apprenticeship Trades

Appliance service technician
Industrial electrician
Industrial instrument mechanic
Insulator (heat and frost)
Machinist
Automotive painter
Automotive service technician
Automotive service technician (steering, suspension and brakes)
Automotive service technician (electrical and fuel)
Bricklayer
Cabinetmaker
Commercial trailer technician
Construction electrician
Cook
Distribution system operator
Electrical mechanic (electric utility)
Engineering assistant
Motor vehicle body repairer (metal and paint)
Painter and decorator
Plumber
Refrigeration & air conditioning mechanic
Firefighter
Industrial mechanic (millwright)
Heavy equipment service technician
Ironworker (generalist)
Marine electrician
Automotive repairer
Barber
Automotive service technician (transmission)
Carpenter
Construction boilermaker
Construction lineman
Distribution construction lineman
Electrical rewind mechanic
Electronics technician (consumer products)
Farm equipment service technician
Power system operator
Powerline technician
Small equipment mechanic
Staker/detailer
Sprinkler system installer
Stationary engineer (2nd class)
Stationary engineer (3rd class)
Stationary engineer (4th class)
Steamfitter-pipefitter
Steel fabricator (fitter)
Survey technician
Survey technologist
Switchboard operator
Truck and transport service technician
Tool and die maker
Water well driller
Welder
Oil burner mechanic
Production equipment mechanic
Service station attendant
Sheet metal worker
Roofer

January 14, 1999.

3. **Sector Based Initiatives**

WHY: To assist private sector employers in their development efforts and aboriginal persons find employment.

WHAT: A short term wage reimbursement program of 70% for a minimum reimbursement period of 5 weeks up to a maximum of 20 weeks in duration. In all cases the maximum reimbursed will be $8.00/hr, and available to private sector employers.

WHO: Funding is available for 300 referred unemployed aboriginal persons per year. Eligible employers are those identified as having strategic developmental activities by the province.

WHEN: Beginning April 1, 1999

WHERE: Applications are received by the Department of Labour, Employment Division and must be sponsored by a provincial government Department to demonstrate that the activities are strategic to the province.

4. **Partners Program**

WHY: - To assist employers to create full-time, additional permanent or seasonally recurring jobs

WHAT: - A wage reimbursement from 30% to 60% of the hourly wage (maximum $6/hr reimbursement)

- The percentage is dependant upon the target group hired and the job's duration

WHO: - Private sector employers who hire unemployed persons

- Preference is given to employers hiring from equity groups

WHEN: - Throughout the year

WHERE: - Offices of the Department of Labour, Employment Division

- Regional Economic Commissions

8. **For More Information Please Contact Our Offices;**

Fredericton	**- 506-453-2377**	**fax 444-5189**	**Caraquet**	**- 506-726-2639**	**fax 726-5207**
Bathurst	**- 506-549-5766**	**fax 548-7186**	**Campbellton**	**- 506-789-2411**	**fax 789-4547**
Edmundston	**- 506-735-2677**	**fax 735-2527**	**Miramichi**	**- 506-627-4000**	**fax 627-4597**
Saint John	**- 506-643-7258**	**fax 636-3808**	**Moncton**	**- 506-869-6944**	**fax 851-2962**
Central Office	**- 506-453-3818**	**fax 453-7967**			

January 14, 1999.

Department of Labour

Employment Division

Aboriginal Employment Strategy

- Apprenticeship for Aboriginal Persons
- Sector Based Initiatives
- Partners Program

Apprenticeship for Aboriginals Persons

- **WHY: To assist aboriginal persons find full - time permanent employment in the apprenticeship trades**

- **WHAT: A wage reimbursement of 50% of the hourly wage, for a maximum duration of 4 years.**

Apprenticeship for Aboriginal Persons

- **WHO: Funding is available for 20 referred unemployed or underemployed aboriginal persons per year.**
- **WHEN: Beginning April 1, 1999**
- **WHERE: The Department of Labour, Employment Division**

Apprenticeship for Aboriginal Persons

Eligible Occupations

- Appliance service technician
- Industrial electrician
- Industrial instrument mechanic
- Insulator (heat and frost)
- Machinist
- Automotive painter
- Automotive service technician
- Bricklayer
- Automotive service technician (steering, suspension and brakes)
- Automotive service technician (transmission)
- Automotive service technician (electrical and fuel)
- Commercial trailer technician
- Construction electrician
- Distribution construction lineman
- Distribution system operator
- Electrical mechanic (electric utility)
- Farm equipment service technician
- Motor vehicle body repairer (metal and paint)
- Refrigeration & air conditioning mechanic
- Service station attendant

Firefighter
Industrial mechanic (millwright)
Heavy equipment service technician
Ironworker (generalist)
Marine electrician
Automotive repairer
Barber
Survey technician
Steel fabricator (fitter)
Cook
Cabinetmaker
Construction boilermaker
Truck and transport service technician
Tool and die maker
Electrical rewind mechanic
Electronics technician (consumer products)
Production equipment mechanic
Oil burner mechanic
Roofer
Sheet metal worker

Small equipment mechanic
Staker/detailer
Sprinkler system installer
Stationary engineer (2nd class)
Stationary engineer (3rd class)
Stationary engineer (4th class)
Steamfitter-pipefitter
Carpenter
Plumber
Power system operator
Survey technologist
Switchboard operator
Construction lineman
Powerline technician
Water well driller
Welder
Engineering assistant
Painter and decorator

Sector Based Initiatives

- **WHY: To assist private sector employers in their development efforts and aboriginal persons find employment.**

- **WHAT: A wage reimbursement program of 70% for a minimum reimbursement period of 5 weeks up to a maximum of 20 weeks. In all cases the maximum reimbursed will be $8.00/hr, and available to private sector employers.**

Sector Based Initiatives

- **WHO: Funding is available for 300 referred unemployed aboriginal persons per year.**
- **WHEN: Beginning April 1, 1999**
- **WHERE: The Department of Labour, Employment Division**

Partners Program

- **WHY: - To assist employers to create additional permanent or seasonally recurring jobs**

- **WHAT: - A wage reimbursement from 30% to 60% of the hourly wage (maximum $6/hr reimbursement)**
  - The percentage is dependant upon who is hired and the job's duration

Partners Program

- **WHO:** - Private sector employers who hire unemployed persons
  - Preference is given to employers hiring from equity groups

- **WHEN:** - Throughout the year

- **WHERE:** - Offices of the Department of Labour, Employment Division
  - Regional Economic Commissions

01/18/99 13:11 ☎4653618

Department of Labour
Employment Division

For More Information Please Contact Our Offices;

- **Fredericton - 506-453-2377 fax 444-5189**
- **Caraquet - 506-726-2639 fax 726-5207**
- **Bathurst - 506-549-5766 fax 548-7186**
- **Campbellton - 506-789-2411 fax 789-4547**
- **Edmundston - 506-735-2677 fax 735-2527**
- **Miramichi - 506-627-4000 fax 627-4597**
- **Moncton - 506-869-6944 fax 851-2962**
- **Saint John - 506-643-7258 fax 636-3808**
- **Central Office - 506-453-3818 fax 453-7967**

APPENDIX C-8

ABORIGINAL EMPLOYMENT INITIATIVE OPTIONS
TARGETED INITIATIVES – OPTION 5

Description:

Targeted Initiatives option can support customized Aboriginal training initiatives for specific job opportunities. The Regional Development Corporation (RDC) could support targeted training initiatives that cannot be accommodated within the Department of Education's or other Department's programs. Also, RDC could provide a top up to successfully implement certain initiatives that provide access to Community College Programs and other Post-Secondary education and training that would not proceed without incremental financing. In the latter case, RDC would provide additional financing to the implementing department to allow the initiative to proceed.

Special emphasis will be placed on training initiatives for Youth and Women.

Timeline:

Immediate implementation with greater emphasis in 1999-2000

ABORIGINAL ECONOMIC DEVELOPMENT OFFICERS – YOUTH INTERN PROGRAMABORIGINAL ECONOMIC DEVELOPMENT OFFICERS – YOUTH INTERN PROGRAM

Through JEDI consultations, ACOA and RDC have identified a need for a training program for Aboriginal Economic Development Officers. To meet this need, we are proposing a one year training program for Aboriginal youth candidates who are interested in an Economic Development Career. The following provides a brief description of the program:

ACOA and RDC would provide support to the Regional Economic Development Commissions (REDCs) and to the Canada/New Brunswick Business Service Centre to hire recent post-secondary Aboriginal graduates (interns). The interns would receive on the job training to become economic development officers and would assist the REDCs with the development of Aboriginal businesses in their respective regions.

The objective of this program is to provide young Aboriginal people with post-secondary education, preferably in business, the opportunity to work in the field of Economic Development and gain meaningful experience. It is expected that some permanent employment in the field of economic development will result from these placements.

The cost of the one-year program is estimated at $500,000 and will be financed through the Regional Economic Development Agreement (REDA). The program will be able to support the hiring of 14 interns (13 in REDCs and 1 for the C/NB BSC) for a one-year period at a salary level of $26,000.

Responsibility Center:

The Regional Development Corporation

Project Status

Targeted Initiatives
Regional Development Corporation

2/5/99

Overview

- **Most initiatives under this program will be initiated by other Departments**
- **RDC will assist the Departments with funding good initiatives that cannot be accommodated through existing programming**
- **One major initiative sponsored by RDC - Aboriginal Youth Internship Program (AYIP)**

AYIP

- **Objectives**
  - **Capacity Building**
  - **to provide young aboriginals the opportunity to work in the field of Economic Development;**
  - **To allow young aboriginals to gain meaningful experience**

Youth candidates

- **Post-secondary graduate students**
  - **University or Community College**
  - **Business Degree would be an asset**
- **Unemployed or underemployed**
- **Fourteen positions across the province**
- **On & Off reserve**

Time frame

- Immediate implementation
- Recruitment already started in certain regions
- Hiring will be staggered throughout the year
- Maximum 12 month internship

Schedule

Recruitment and Selection of Candidates

- Full responsibility of the REDCs/C/NB BSC

Eligible Employers

- **12 Regional Economic Development Commissions (REDCs) and the Canada/NB Business Service Centre**

REDCs

- **Core Activities:**
  - **Counseling & Advice**
  - **Business Development Promotion**
  - **Lead & coordinate Regional Economic Development**

Canada/NB Business Service Centre

- **C/NB BSC**
  - **Fredericton**
  - **Federal/Provincial Partnership**
  - **Information on all federal and provincial programs**
  - **Tools (Business profiles, market research material, etc..)**
  - **Focus on SMEs**

Costs

- Salary ($26,000/year) plus benefits
- Work related expenses (Travel, Meals, etc.)
- Training
- Overhead
- **Total overall investment $500,000**

Terms of employment

- **Work plan**
- **Delivereables**
- **Mid-term evaluation & Follow up**

Typical Job Description of an EDO

- **Meet clients to determine business needs and provide guidance and advice regarding the development of a business plan**
- **Liaison between clients and government departments**
- **Undertake some research, prepare reports, etc..**

Role and responsibilities

- **ACOA - implementing Department and funding 70% of project**
- **RDC - support ACOA with implementation and funding of 30% project**
- **REDC/CNB BSC; Employer, workplan, training, etc..**

2/5/99

Action Items

Question period?

Contact Ray Gallant at ACOA 452-3187 or Rocky Landry at RDC 453-8495

2/5/99